

**THE GIST  
BROOKFIELD R-III SCHOOL DISTRICT  
OPEN SESSION --- REGULAR BOARD MEETING  
APRIL 20, 2021**

The Brookfield R-III Board of Education, Brookfield, Missouri met in open session on Tuesday, April 20, 2021, beginning at 5:30 p.m. in person in the HS Media Center. All board members were present in person: Jim McIntyre, Blake DeVoy, Jered Wallace, Galen Hicks, Burnie Hicks, Mandy Tarpenting and Dave Shaw.

President McIntyre called the meeting to order and led those in attendance in the Pledge of Allegiance. Dr. Collins asked that the CTS presentation and discussion be moved to the beginning of Unfinished Business so that the presenters could travel back to Kansas City sooner. The board unanimously approved as amended by Dr. Collins.

There were no public comments. The board approved unanimously the Consent Agenda items as presented (board minutes, food service report, utilities report, student activities report, transfer of funds, and payment of bills).

During Communications and Petitions, the board reviewed the upcoming calendar dates and then Alex and Sam Sharp gave a presentation regarding their desire to see Boys Cross Country become one of the district's sports offerings in the fall of each year. They presented over 300 signed petitions to the board in support of a Boys Cross Country program and expressed several different points regarding the benefits of adding such a program. The board thanked them for their efforts and will respond to their request in the near future.

Dr. Collins reviewed the monthly finance reports for March 31, 2021 with the board.

Representatives from CTS presented how they will proceed with the management and overhaul of the district's HVAC controls and energy related improvement projects. The agreement they presented to the board for its approval was for \$1,131,216.13 for the complete project. They will not change their final price, even if they need to make changes to the project. However, if the district decides to make changes to the project, then the final price would need to be adjusted. Dr. Collins explained that this project will be paid for with ESSER II funds and when the ESSER III funds get approved, he will recommend to the board to add on the replacement of the HS Boiler to the project. The board voted unanimously to accept the agreement from CTS on the district's HVAC controls and energy related improvement projects as presented in the amount of \$1,131,216.13.

Dr. Collins reported to the board that the 2021 Hurlbut nominees are: Elementary – Jennifer Barton, Cassy Carpenter and Karissa Creel; and Secondary – Maria Crespo, Bill Ehrich and Tonya Washam. The banquet this year will recognize the winners and nominees from both 2020 and 2021 since the last year's banquet was canceled due to Covid. This year's banquet is May 21, 2021, at 5:30 p.m.

Dr. Collins reported there were three bids received on the district's request for a 2021 Minimum Capacity 49+1 Passenger Special Services School Bus. They were as follows:

<b>Central States Bus Sales, Inc.</b>	<b>\$95,655</b>
The bid did not meet specifications. Included dash A/C only. An additional bid was then turned in after the deadline that included A/C throughout the bus.	
<b>Midwest Transit Equipment</b>	<b>\$109,687</b>
<b>Midwest Bus Sales</b>	<b>\$103,989</b>

Dr. Collins stated that he and Tim Speichinger had reviewed the bids carefully and are recommending that the board approve the bid from Midwest Bus Sales. The board voted unanimously to approve the bid from Midwest Bus Sales for \$103,989 for a 2021 Special Services School Bus.

Dr. Collins reported there was only one bid received on the district's request for diesel fuel for the 12-month period of May 2021 through April 2022 and it was from MFA Oil for \$2.4565 plus .17 cents for state excise tax for a total of \$2.6265 per gallon. The board unanimously to accept the bid from MFA Oil.

Mrs. Wilbeck, Ms. Carlson and Dr. Collins presented an overview of the proposed 2021 Summer School program. Best case scenario there would hopefully be roughly 169 students enrolled from grades Pre-K through 12. However, the numbers may be smaller than that given that this would be a volunteer program so some of the identified potential students may not choose to participate. It would take approximately 12 certified teachers and 3 support staff members to run the program if our numbers are as high as hoped for, with several other staff members already working the month of June who will also help out. The cost would be approximately \$56,500 if our numbers as high as hoped for, but lower than that if numbers come in much smaller. The dates for Summer School would be June 3, 2021 through June 30, 2021, which is 20 days. It would run from 8 a.m. to 12:15 p.m. each day. Breakfast and lunch would be provided free of charge to the students through the Seamless Summer Option. Transportation will be provided also to those students needing it. On three of the Fridays (June 11, June 18, and June 25), students will be able to participate in a rotation of field trips to the pool, movie theater and the park. The curriculum focus will be as follows: PK-3 will focus on a combination of enrichment and remediation in the areas of reading math. Grades 4-9 will focus on a combination of enrichment and remediation in the four core areas of ELA, math, science, social studies. High School summer school will provide an opportunity for targeted students to complete course requirements of classes taken during the regular school year in which they had failing grades and would be required to re-take in the future. There is sufficient teacher interest from staff to meet the instructional needs for each grade level. Dr. Collins stated there are sufficient funds in this year's budget to cover Summer School costs. The board voted unanimously to approve the 2021 Summer School program as presented.

Dr. Collins updated the board on the Prop C construction project. It is moving along nicely now that the weather is cooperating; however, the project is 6 to 7 weeks behind schedule. Dr. Collins encouraged the board members to let him know when they would like to come out and take a tour with him so they can see the project up close and personal.

The adjourned to reorganize the board due to the April 6, 2021 election. Dr. Collins presented Burnie Hicks with a brass school bell and thanked him for his years of service as a board member from April 2015 to April 2021. The board certified the following election results:

Candidates for Brookfield R3 Board of Directors	Linn County Votes Received	Chariton County Votes Received	Total Votes Received
Amanda (Mandy) Tarpenting	295	3	298
Amy Lewis	202	1	203
December (Noel) Staddie	291	2	293

Becky Stephens administered the Oath of Office to Amanda (Mandy) Tarpenting and December (Noel) Staddie.

Jim McIntyre was elected President of the Board. Blake DeVoy was elected Vice-President. Jered Wallace was elected Treasurer. Becky Stephens was elected Secretary.

President McIntyre called the new meeting to order.

Dr. Collins presented the following two options in regard to the 2021-22 Salary and Benefits Proposal:

**2021-2022  
Salary and Benefits Proposal Option A**

- \$1,000 increase to certified base bringing base to \$31,000
- Movement and steps on certified salary schedule
- Average teacher raise of 3.9% (not counting insurance increase)
- 3.9% raise to non-certified and bring all to state minimum wage of \$11.15
- Average non-certified raise of 4.4% (not counting insurance increase)
- 16.5% increase in district health insurance contribution to \$619/month
- Coaching and sponsorships schedule indexed movement
- Continue 7 "tech consultants" -2 each in the ES, MS, HS and 1 in the LCACTC @ \$1,500/apiece
- TIPS at ½ level
- \$2,000 for NBC
- 3% raise for Administrators (not counting insurance increase)

2020-2021- Certified Salaries	\$4,391,432
2021-2022- Certified Salaries	\$4,476,862
Net Increase:	\$83,945

2020-2021- Certified Insurance	\$599,352
2021-2022- Certified Insurance	\$706,028
Net Increase:	\$106,676

2020-2021- Non-Certified Salaries	\$1,115,697
2021-2022- Non-Certified Salaries	\$1,133,789
Net Increase:	\$18,092

2020-2021- Non Certified Insurance	\$299,676
2021-2022- Non-Certified Insurance	\$353,014
Net Increase:	\$53,338

**Total Net Increase in Salaries and Benefits: \$262,052**

**2021-2022**  
**Salary and Benefits Proposal Option B**

- \$700 increase to certified base bringing base to \$30,700
- Movement and steps on certified salary schedule
- Average teacher raise of 3% (not counting insurance increase)
- 3% raise to non-certified and bring all to state minimum wage of \$11.15
- Average non-certified raise of 3.7% (not counting insurance increase)
- 20% increase in district health insurance contribution to \$638/month
- Coaching and sponsorships schedule indexed movement
- Continue 7 “tech consultants” -2 each in the ES, MS, HS and 1 in the LCACTC @ \$1,500/apiece
- TIPS at ½ level
- \$2,000 for NBC
- 3% raise for Administrators (not counting insurance increase)

2020-2021- Certified Salaries	\$4,391,432
2021-2022- Certified Salaries	\$4,450,177
Net Increase:	\$58,745

2020-2021- Certified Insurance	\$599,352
2021-2022- Certified Insurance	\$727,005
Net Increase:	\$127,654

2020-2021- Non-Certified Salaries	\$1,115,697
2021-2022- Non-Certified Salaries	\$1,126,317
Net Increase:	\$10,620

2020-2021- Non Certified Insurance	\$299,676
2021-2022- Non-Certified Insurance	\$363,503
Net Increase:	\$63,827

**Total Net Increase in Salaries and Benefits: \$260,846**

Dr. Collins recommended that the board approve Option A as it gives the district a more attractive salary schedule to attract new teachers with, while also providing the staff with a substantial raise. The board unanimously voted to approve the 2021-2022 Salary and Benefits Proposal Option A as presented by Dr. Collins with a salary schedule starting at \$31,000.

Dr. Collins reviewed budget projections for the 2021-22 school year. Currently it looks like that revenues will come in at approximately \$12,212,380 and expenses at approximately \$12,346,716, which leaves a deficit budget of \$134,336. However, he stated that many factors will change throughout the next several months so once a budget is approved for 21-22, it will still need tweaking and adjusting over the following months.

Dr. Collins reiterated that the district has received a 39% increase in health insurance rates for the 2021-22 school year. This has made coming up with health insurance plan options for the staff and retirees very difficult. Dr. Collins has been working with Jason Weydert on developing the best plans available for our group at this time based on our loss-ratio levels. Dr. Collins presented the following health insurance plan options to the board for their approval:

**Brookfield R-3 Schools 2021-22 Anthem Health Insurance Options**

Plan	Current Base PPO \$3500 / 10%/55500		Current PPO Buy Up \$2000/0%/33000		Current HSA \$4000/0%/55000		New Additional PPO Option \$6000/30%/88550	New Additional HSA Option \$5000/20%/77000
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network	In Network	In Network
Individual Deductible	\$3,500	\$7,000	\$2,000	\$4,000	\$4,000	\$8,000	\$6,000	\$5,000
Family Deductible	\$7,000	\$14,000	\$4,000	\$8,000	\$8,000	\$16,000	\$12,000	\$10,000
Co-Insurance	10%	30%	0%	30%	0%	40%	30% (OoN 50%)	20% (OoN 40%)
Individual OOP Max	\$5,500	\$11,000	\$3,000	\$6,000	\$5,000	\$10,000	\$8,550	\$7,000
Family OOP Max	\$11,000	\$22,000	\$6,000	\$12,000	\$10,000	\$20,000	\$17,100	\$14,000
Primary Care Co-Pay	\$30	Ded; 30%	\$20	Ded; 30%	Ded; \$20	Ded; 40%	\$30	Ded; \$30
Specialist Co-Pay	\$60	Ded; 30%	\$50	Ded; 30%	Ded; \$50	Ded; 40%	\$70	Ded; \$70
Level 1 Rx Co-Pay	\$15/\$50/\$90/25% \$350	50%	\$15/\$50/\$90/25% \$350	50%	\$15/\$40/\$80/25% \$350	Ded; 50%	\$15/\$50/\$90/25% \$350	\$15/\$40/\$80/25% \$350
Level 2 Rx Co-Pay	\$25/\$60/\$100/25% \$450	50%	\$25/\$60/\$100/25% \$450	50%	\$25/\$50/\$90/25% \$450	50%	\$25/\$60/\$100/25% \$450	\$25/\$50/\$90/25% \$450
Emergency Room	\$350	\$450	\$250	\$250	Ded; \$250	Ded; \$250	\$450	Ded; \$350
Urgent Care	\$75	Ded; 30%	\$75	Ded; 30%	Ded; \$75	Ded; 40%	\$100	Ded; \$75
	Current Rates	Renewal	Current Rates	Renewal	Current Rates	Renewal		
Employee Only	\$595.90	\$806.05	\$680.52	\$920.51	\$474.89	\$645.60	\$757.89	\$604.65
Employee+Spouse	\$1,299.04	\$1,757.17	\$1,483.52	\$2,006.70	\$1,035.23	\$1,407.37	\$1,652.19	\$1,318.10
Employee+Child	\$947.60	\$1,281.78	\$1,082.17	\$1,463.82	\$755.17	\$1,026.64	\$1,205.20	\$961.52
Employee+Family	\$1,644.65	\$2,224.66	\$1,878.20	\$2,540.58	\$1,310.68	\$1,781.84	\$2,091.74	\$1,668.81
Total Monthly	\$40,701		\$20,192		\$53,246			
Total Annual	\$488,409		\$242,304		\$638,955			

Total monthly and annual totals are based on who is currently enrolled in each plan

Notes: All options reflect Rx Choice Leveled Pharmacy. Green Hills Pharmacy, Marcelline Family Pharmacy, Wal-Mart and CVS are all Level 1.

The board voted unanimously to approve the above health insurance plan options as presented by Dr. Collins.

Dr. Collins reminded the board that graduation is set for Sunday, May 23, 2021, at 1 p.m. at Burlington Field.

The board voted unanimously to approve the 2021-22 MSBA Full Maintenance Service Agreement which allows MSBA to manage our policy manual.

Dr. Collins gave a legislative update to the board and encouraged them to keep up to date on what is going on legislatively because there are currently many education bills that certain lawmakers are trying to pass, some good and some bad for public education.

The board was provided administrative reports.

The meeting adjourned at 7:42 p.m. and moved into closed session. During closed session resignations effective at the end of the current school year were accepted from Tiffany Bowyer and Bailey Maxwell. The board also voted unanimously to hire Clayton Wilson as the district's ISS instructor for the 2021-22 school year and Crystal Kimmi as one of the district's vocal/instrumental music instructors for the 2021-22 school year.