

**Medford Area Public School District  
Finance Committee Meeting**

March 24, 2025

Medford Area Public Schools District Office

The meeting was called to order at 4:34 p.m.

**Present:** Laura Lundy, John Zuleger, Steve Deml, Brian Hallgren, Dave Fleegel, Audra Brooks, Nicole Gebert

**Food Service Update:** Audra Brooks presented the food service update. The walk through for the RFP took place last week. Official proposals will be in by April 4th.

**Review of the 2025-26:** Audra Brooks presented the 2025-2026 budget booklet. Discussion of salary schedule. Recommended to approve 2.95% to base wage for certified staff and 5.6% to support staff. Motion (Fleegel/Zuleger) to approve the certified and support staff increase for 25-26 as presented. Motion carried.

**Employee Relations:** Laura Lundy presented on support and certified staff requests.

Support staff requests:

1. **Sick Leave:** Expand use of sick leave to include: spouse, parents, child, siblings, etc.
2. **Vacation:** (11 & 12 mth) Be able to carry over vacation and/or be paid out for unused vacation.
3. **Personal Leave:** Expand use of personal leave by removing the exclusions and keeping to a 2-3 person maximum per day.
4. **Health Insurance:** Increase portion the district covers for 9 month employees.

Motion (Deml/Zuleger) to approve support staff requests 1-3 as presented. Motion carried.

Professional staff requests:

1. **Prep Hour Pay Increase:** Staff currently receive \$20/hr.
2. **Sick Leave:** Expand use of sick leave to include: spouse, parents, child, siblings, etc.
3. **Personal Leave:** Expand use of personal leave by removing the exclusions and keeping to a 2-3 person maximum per day.
4. **Retiree Benefit:** Allow "soon to be retirees" the use of a personal day in lieu of mandatory inservice days with a limit of two and after January 1.
5. **Funeral Leave:** Change wording from Funeral to Bereavement

Motion (Zuleger/Deml) to approve 1-5 as presented and increased prep pay from \$20/hr to \$25/hr. Motion carried.

Other language and pay changes:

#### Professional and Support Recommendations

1. Long Standing Relationship change to Legal Domestic Partners:
  - a. Change language within Funeral Leave language
  - b. Add to sick leave language
2. Funeral Leave change:
  - a. In 2024, the board added a free “friend day” for a funeral.
  - b. Change language: Any requested funeral days for people not in paragraph 1 (parent, child, etc.) be allowed, but are deducted from sick leave.

#### Professional Staff:

3. Curriculum, stipend, summer school pay:
  - a. Increase from \$23/hr to \$25/hr

Motion (Fleegel/Deml) to approve other language and pay changes 1-3 as presented. Motion carried.

**Health Insurance Update:** Audra Brooks/Laura Lundy presented on health insurance. We will be scheduling a meeting with multiple brokers specializing in self insurance and our current broker. After that meeting the finance committee will recommend to full board a new or our current broker. We will then create a committee to learn about options and create a long range plan with the broker.

**Employee Assistance Program EAP:** Audra Brooks presented on the employee assistance program. This year we had 10 people use the program this year. After reviewing usage and cost there will be no changes to this program at this time.

**Short Term Disability:** Audra Brooks presented a new short term disability option for the school district. Motion (Fleegel/Zuleger) to approve short term disability as presented.

**Update From TechEd - House Project:** Discussion about MASH Tech Ed House Projects. Looking ahead at the 2025-2026 plans, Dough Eichman suggested starting earlier on the project and the possibility of a basement. The board would like more information about the 3rd house and this discussion will be brought back in April.

**Referendum Project Update:** Discussion about referendum projects and update on timeline. Motion (Zuleger/Fleegel) to accept the Miron contract for construction management as presented.

#### Recommendations from construction committee.

1. Move berm replacement (originally scheduled for this summer) to 2026.
2. Keep footprint of south addition (17,000 sq ft) as originally planned, not reduce to 10,000 sq ft.
  - a. If reduced, potential savings \$1.6 million.

3. Keep footprint of tech ed addition (8800 sq ft) as originally planned, not reduce to 6,800 sq ft.
  - a. If reduced, potential savings \$600,000.
4. Keep Raiders Cafe remodel in the plans.
  - a. If reduced, potential savings \$115,000.
5. Remove from plan: two storage areas in Tech Ed remodel
  - a. If reduced, potential savings of \$350,000.
  - b. There will be an option to include these back into the plan.

Motion (Zuleger/Fleegel) to approve the construction committee recommendations as presented. Motion carried.

**Consideration of Monthly Expenditures:** Motion (Deml/Fleegel) to approve expenditures as presented. Motion carried.

**Meeting Dates:**

Next Meeting April 28th at 4:30 p.m.

**Adjournment:**

A motion to adjourn the meeting was made at 5:51 p.m. (Fleegel/Deml) Motion carried.