

AEA 11 Board of Directors
6500 Corporate Drive
Johnston, Iowa
Tuesday, February 9, 2010

ELECTRONIC MEETING

(The Board meeting was held electronically due to inclement weather.)

Board President Ms. Ann Wilson called the electronic meeting of the Heartland AEA Board of Directors to order at 5:31 p.m.

Board Members Present: Ms. Margaret Borgen, Mr. Bruce Christensen, Mr. Cal Halliburton, Dr. Steve Rose, Ms. Ann Wilson. *Absent:* Dr. Jane Bell, Dr. Earl Bridgewater and Mr. Nels Turnquist.

Ms. Marcy Sparks joined the meeting at 5:33 p.m.

Administrative Staff Present: Ms. Nola Bond, Ms. Laura Gillon, Mr. David King, Ms. Sheila King, Mr. Steve Prall and Ms. Jenny Ugolini.

Approval of Agenda

The action item related to the Des Moines Area Community College 28E agreement will be tabled until the March meeting. A MOTION was made by Mr. Bruce Christensen and seconded by Dr. Steve Rose to approve the amended agenda. Motion passed unanimously.

Public Forum

No one was present to speak at the public forum.

Discussion Items

Post-Employment Policy 403.4

Ms. Nola Bond reviewed the history and current state of the Agency's post-employment policy. The post-employment policy was originally established to show consideration for years of service, to have a benefit that attracts and retains employees and to help the Agency during economic downturns. The changes to the policy over the years were a result of recommendations made from the post-employment committee which is made up of a cross section of the Agency workforce. Last year the Board approved changes to the policy that go into effect July 1, 2010. These changes were not based on the recommendations of the committee. In lean economic times, a common approach to encourage attrition has been to lower the eligibility age at which employees are eligible for the post-employment benefit. In July, the new policy will actually increase the age requirement from 58 to 60. In addition, the insurance benefits will decrease, especially for spousal coverage. This makes the plan less attractive and lowers the number of eligible employees.

The post-employment committee would like to recommend that the July 1, 2010 changes to the policy not be implemented, that the current policy be extended by one year, to allow reconsideration by those staff members who chose the benefit effective July 1, 2010 and that the post-employment committee examine long-term changes to the plan with an implementation of July 1, 2011.

Board members shared their concerns about the Agency's liability in funding the plan, if continuing the current policy would alleviate the need to reduce staff in the future and cost comparisons of the current plan vs. new plan. Mr. David King noted that consideration should also be given to the potential cost of reducing staff since the Agency is obligated to pay unemployment. He will prepare a model comparing the post employment plan costs versus unemployment benefits.

28E DMACC Intercampus Mail Agreement

Mr. Steve Prall provided information on a request made by Des Moines Area Community College (DMACC) to utilize the Agency's delivery system in providing interoffice letters, books and parcel delivery services. Based on this request, research was done that showed it would be viable and financially beneficial to the Agency. A draft agreement was submitted to DMACC that was very specific and met all Department of Transportation, United States Post Office and other statutory and federal guidelines. This agreement is still in review and will be brought back to the Board at the March meeting for approval. This is a good opportunity for Heartland and DMACC to work together to continue to build a partnership.

Action Items

2009 Amended Budget

A MOTION was made by Ms. Margaret Borgen and seconded by Dr. Steve Rose to approve the 2009-10 amended budget. Motion passed unanimously.

2010-11 Budget

Board member Mr. Cal Halliburton noted that he was uncomfortable spending down the Agency's reserve. A MOTION was made by Dr. Steve Rose and seconded by Ms. Marcy Sparks to approve the 2010-11 budget. Motion passed unanimously.

Post-Employment Benefit

A MOTION was made by Mr. Cal Halliburton and seconded by Ms. Margaret Borgen to approve the recommendations made by the post-employment committee: 1) The July 1, 2010 changes to the post-employment policy will not be implemented, 2) the current policy will continue for one additional year, 3) reconsideration will be given to those employees who chose the benefit effective July 1, 2010, and 4) the post-employment committee will examine long-term changes to the plan with implementation effective July 1, 2011. Motion passed unanimously.

IKM-Manning Petition

A MOTION was made by Mr. Cal Halliburton and seconded by Dr. Steve Rose that the Board finds the petition is in compliance with the Agency's Reorganization Plan that outlines the process and expectations concerning school reorganizations. Motion passed unanimously. The actual petition will be approved at the February 15 joint board meeting.

Consent Agenda

Personnel Report

Bills (Bruce Christensen)

Minutes from January 12, 19, 22, 25, 26, 28 & 29, 2010

Purchase Orders – Iowa Communications Network - \$266,503.68

A MOTION was made by Mr. Cal Halliburton and seconded by Ms. Marcy Sparks to approve the consent agenda including payment of warrant numbers 00345959 through 00346557. Motion passed unanimously.

Board Comments

- Mr. Cal Halliburton attended the Association of Educational Service Agencies (AESA) December conference and found it meaningful. He also recommended a Web site that relates to policy governance that he found worthwhile.
<http://www.carvergovernance.com/model.htm>
- The AEA Annual Board of Directors Conference will be held on April 15-16, 2010, at the West Des Moines Marriott. Ms. Jenny Ugolini will collect registrations at the March 9 board meeting.
- Board members were sent a draft of new chief administrator Dr. Paula Vincent contract. If any board member has questions or concerns, they are to contact Ms. Ann Wilson. Ms. Wilson also commented that she had met with Dr. Vincent on February 6, and she is very excited about coming to Heartland. She will be spending the next two months focusing on her current position as her district looks for a replacement, then she plans to spend time learning about the Agency. She will visit Ms. Sheila King at the Agency on March 17.
- If necessary, a future electronic board meeting will be scheduled to approve the final chief administrator contract and to review and approve any decisions regarding negotiations. The negotiation process is still underway and feelings are favorable with the progress that has been made.

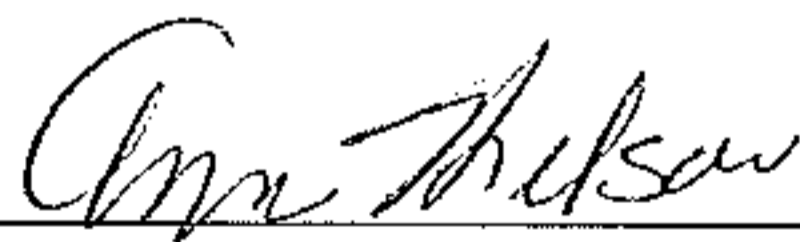
Interim Chief Administrator Comments

- Ms. Sheila King reminded board members about the February 15 joint board meeting regarding the IKM-Manning school district merger. The Board needs to have a strong representation present at the meeting.
- Ms. Sheila King will provide additional board updates via email.

A MOTION was made by Mr. Cal Halliburton and seconded by Ms. Marcy Sparks to adjourn the meeting. Motion passed unanimously.

The meeting adjourned at 6:45 p.m.

Reports and documents and the full text of motions, resolutions or policies considered by the Board at this meeting are on file in the Board Secretary's office, 515/270-9030 ext. 14441, Monday through Friday, 7:30 a.m. – 4:30 p.m.



Ms. Ann Wilson
Board President



Ms. Jenny Ugolini
Board Secretary

Heartland Area Education Agency is dedicated to enriching people's lives. We are partners for learning who provide cutting-edge services for children and youth, families, schools and communities. Heartland AEA is a pro-active and caring organization fueled by a passion for excellence in all we do. We are committed, every day, to helping people grow, develop and learn. Heartland Area Education Agency 11 does not discriminate based on gender, gender identity, race, national/ethnic origin, creed, age, marital status, sexual orientation, or disability.