

**BARK RIVER-HARRIS SCHOOLS
BOARD OF EDUCATION
SPECIAL MEETING
MARCH 15, 2007**

A. CALL TO ORDER - ATTENDANCE: The special meeting was called to order at 6:30 p.m. by President Bernadette Haeusler. In attendance was: Bernadette Haeusler, Don Ives, Jr., Kathy Gauthier, Ken Knauf, Jeanne Lippens, and Wayne Stenberg. Absent: Joe Knauf.

B. BUY-OUT RECOMMENDATION: The Finance Committee had met prior to the meeting. They discussed the financial aspects and gains of a buy-out at this time. Upon their findings, and with their recommendation, a buy-out was recommended for adoption. Discussion among Board members resulted in the following documentation as the final qualifying criteria.

- 1) *The minimum number of years teaching at the Bark River-Harris School is not to be less than 19 years.*
- 2) *Provided a minimum of four (4) teachers meet and accept this criteria, the buy out incentive would be \$15,000 per teacher paid over 5 years.*
- 3) *Provided a minimum of six (6) teachers meet and accept this criteria, the buy out incentive would be \$18,000 per teacher paid over 5 years.*
- 4) *Provided a minimum of eight (8) teachers meet and accept this criteria, the buy out incentive would be \$20,000 per teacher paid over 5 years.*
- 5) *The final proposal would be if at least four (4) teachers meet the retirement criteria, they would be given the choice of either the five (5) year payout, or one year of paid health insurance provided by the school district immediately following the year they retire. This only applies if the employee had been receiving this medical benefit prior to the date of this agreement, March 13, 2007.*
- 6) *The deadline for final notice is April 4, 2007. It is understood the retirement effective date, in relationship to this agreement, is July 1, 2007. This commitment must be kept in order for the financial agreement to be met by all staff considering this incentive.*
- 7) *If less than four (4) teachers meet and accept the criteria in this proposal, this offer is considered removed, and is null and void.*

A motion to accept the above stated buy-out plan was made by Ken Knauf and seconded by Kathy Gauthier. The motion carried 6-0 with a roll call vote.

C. ADJOURN: A motion to adjourn was made by Don Ives, Jr. The special meeting adjourned at 6:53 p.m.

Secretary, Board of Education