

River Ridge School District  
Staff-Employee Relations Committee Meeting Minutes  
January 3, 2018

The Staff-Employee Relations Committee met on Wednesday, January 3, 2018 in the Superintendent's Office/Board Room of the ES/MS/HS located at 11165 County Hwy P, patch Grove, WI 53817. The following business was conducted:

- I. Call to Order. Jason Cathman called the meeting to order at 6:00 pm.
- II. Roll Call. The following board committee members were in attendance: Jason Cathman, Karla Irish, and Kenny Nies. Also in attendance were: Supt./Elem Principal Dr. Jeff Athey, Business Manager Kevin Kocer, 5<sup>th</sup> – 12<sup>th</sup> grade Principal Clay Koenig, Shawn Chatfield (teacher), Deb Martin (teacher), Linda Mulrooney (support staff), Garth Osterday (teacher), Liz Osterday (teacher), and Mickey Quick (teacher).
- III. Proof of Giving Public Notice - Kenny Nies shared that public notice of this meeting had been given on December 28, 2017 at 11:00 am. Jason Cathman declared the meeting legal and official.
- IV. Appearances. There was none.
- V. Administrative Contracts Ending June 30, 2018  
Kevin Kocer called the Committee's attention to information regarding administrative contracts and shared that the deadline for any preliminary notice of non-renewal for administrative contracts is January 31<sup>st</sup>. He also shared that the Business Manager and Special Education Director's contracts are one-year contracts expiring on June 30, 2018. Since the Business Manager has resigned there would be no action pertaining to a new contract for this position.
- VI. 2018-19 Compensation for Teachers, Specialty License Staff, and Support Staff  
Kevin Kocer explained that the District is in a better place now as compared to where it was at this time last year. We have a state budget in place, insurance rates are in a better spot, enrollment is up 29 students from last year, and per-pupil aid will increase by \$200.00 per student next year. Though more should be known by March, Kevin shared that there should be flexibility for increases for staff.  
  
Mickey Quick asked about movement across salary lanes and whether it will be based on credits, hours attending workshops, points earned, etc.?  
  
Kevin said more will be known come March and he will run some numbers to share with the Committee to address compensation for those groups.
- VII. Employee Handbook Proposed Changes

Kevin Kocer stated in the employee handbook under “Family and Medical Leave,” School District attorney Eileen Brownlee has recommended the insertion at the end of the first paragraph that reads, “The River Ridge School District will follow a twelve month rolling calendar for calculating FMLA leave.” This will help ensure that an employee can’t use more than 12 weeks of FMLA leave during that span. This is the only change being recommended at this time.

VIII. Retirement Package Discussion

Kevin Kocer explained to the Committee what other school districts in our area have done regarding retirement packages. The Committee has discussed in the past of consideration of a retirement package in a window every three years. In other words, the last group of three educators who benefitted were given a retirement package a year and a half ago, so this window will expire in another year and a half.

Linda Mulrooney asked if a retirement package could be offered to support staff members. While the last window included no support staff members, but the Committee did acknowledge it could be a possibility. Kenny Nies said there is a long enough cushion to look into this. No actions were taken.

IX. Employee/Staff Reductions

The Committee discussed this topic briefly and came to the conclusion that it is still too soon to make any determination as to whether staffing will be reduced. The School Board has not heard the finding of what was learned when Jim Wunnicke brought in an outside consultant to assess our custodial situation. By the end of the school year they should be in a better position to make an assessment of the staffing situation.

X. Business Manager Position

Dr. Athey shared that a posting for the Business Manager will be going out by the end of this week and will run until February 2, 2018. It will be posted in WECAN and with WASBO. We are hopeful of drawing a number of licensed candidates to possibly interview the week of February 5<sup>th</sup> – 9<sup>th</sup>. The interview team will consist of Administration as well as two board members. The goal is to fill this position as soon as possible.

XI. Appearances. There were none.

XII. Member suggestions and Recommendations for Future Items.  
There were none.

XIII. Adjournment. Kenny Nies moved to adjourn. Karla Irish seconded. The motion carried on a voice vote. The meeting was adjourned at 6:50 pm.