

River Ridge School District
Staff-Employee Relations Committee Meeting Minutes
Wednesday, January 4, 2017

The Staff-Employee Relations Committee met on Wednesday, January 4, 2017 in the Superintendent's Office in the ES/MS/HS located at 11165 County P, Patch Grove, WI 53817.

The following business was conducted:

- I. Call to Order: Committee chair Jason Cathman called the meeting to order at 6:00 pm.
- II. Roll Call: The following board committee members were present: Jason Cathman, Kenny Nies, and Kerri Schier. Also, in attendance were: Supt. Dr. Jeff Athey, Business Manager Kevin Kocer, 5th-12th grade Principal Clay Koenig, Special Education Director Trudy DeSimons, Shawn Chatfield, Mickey Quick, and Deb Trautsch.
- III. Proof of Giving Notice: Kenny Nies stated that the notice for this meeting was properly posted at 3:00 pm on December 23, 2016. K. Schier made the motion to accept that this meeting had been appropriately posted. Kenny Nies seconded the motion. The motion carried on a voice vote.
- IV. Appearances: There was none.
- V. Administrative Contracts ending June 30, 2017: The Committee recommended that a Special School Board meeting be scheduled for January to allow individual administrators to meet with the board regarding administrative contracts (e.g., compensation, insurance, benefits, etc.) This would be done in closed session. A follow-up special school board meeting could be scheduled in February. The Committee asked the Superintendent to poll the Board for a 5:15 pm start on 1/25/17. If the Board takes no action on administrative contracts prior to January 31, the contracts automatically roll over for another two year period. NOTE: K. Kocer is on a one year contract, if no action is taken on his contract it will automatically roll over for another year.
- VI. 2017-18 Compensaton for Teachers, Specialty License Staff, and Support Staff: K. Kocer called the Committee's attention to financial information contained in their packets. One analysis showed the impact of teachers receiving a flat \$500 plus a percentage increase and a flat \$700 plus a percentage increase. Another showed the impact of various hourly increases for support staff ranging from 15 to 40 cents an hour. K. Kocer said the budget outlook is still hazy; it won't be until sometime next month when we learn more about state funding. He said that due to utilization, health insurance rates will likely go up some time between now and next year.

A suggestion was made to ask teachers/staff how much pay should be increased related to PDP (Professional Development Plans).

Administration was asked to bring CPI information to the next meeting as well as what other districts are considering for wage increases.

The Committee recommended compensation levels be finalized no later than April.

- VII. Employee Handbook Review: K. Kocer said attorney Eileen Brownlee has reviewed the RRSD employee handbook and made just one recommendation for a wording change. The change falls under the subject of "Termination". The Committee concurred with the recommendation and asked that it be brought to the full board in February for approval.
- VIII. Wage Calculations on changes to the 2016-17 calendar: At last month's regular board meeting, the board approved compensating those support staff who don't work 12 months a year for days lost due to finishing the 2016-17 school year early (on Friday, May 26). Business Manager Kocer was asked to calculate the cost of paying those who won't be working the May 30 -June 2, 2017 dates. K. Kocer provided a financial analysis showing that the total compensation for the 16 support staff members affected will be \$5,566.35 (including wages, taxes and, WRS).
- IX. Early Retirement Package Impact on the 2016-17 Budget: K. Kocer provided an analysis of the financial impact of the early retirement package that was granted to three teachers last year. The analysis shows a savings of \$59, 168 in 2016/17 due to replacement teachers who were hired at salary levels lower than the retirees.
Kevin Kocer noted this is the last year the district will be paying out an annual expense of \$65,817 for a group of teachers who retired 5 years ago.
- X. Appearances: There were none.
- XI. Member Suggestions and Recommendations for Future Items: The Superintendent was asked to poll the board for attendance at two special board meetings:
- Friday, January 6, 2017 at 3:00 pm for a closed session regarding "Employee Performance". The Superintendent and attorney Eileen Brownlee will attend.
 - Wednesday, January 25, 2017 at 5:15 pm for a closed session regarding "Administrative Contracts". Eileen Brownlee will be asked to attend.
- XII. Adjournment: K. Schier moved to adjourn. K. Nies seconded the motion. The meeting was adjourned at 7:07 pm.

The next Staff-Employee Relations Committee meeting is Wednesday, February 1, 2017 at 6:00 pm.