

River Ridge School District
Staff-Employee Relations Committee Meeting Minutes
April 4, 2018

The Staff-Employee Relations Committee met on Wednesday, April 4, 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 6:08 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, soon to be Business Manager Tracy Stagman, 5th – 12th grade Principal Clay Koenig, and six staff members of the River Ridge School District.
- III. Proof of Giving Public Notice - Kenny Nies shared that public notice of this meeting had been given on March 29, 2018 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 reminded the Committee members that at next Wednesday night's regular Board meeting there will be a closed session to meet with Special Education Director Amy Mezera to discuss the specifics of her new two-year contract.
- VI. Letter Regarding Support Staff Compensation
The Committee had received a letter last month regarding concerns about support staff compensation. The concerns expressed had to do with the little compensation difference between the newly hired Library Aide, Health Room Aide, and Keyboarding Aide.

Dr. Athey provided an explanation to the Committee regarding those who were hired last summer going into the 2017-18 school year. He said that in each case, he felt that the best people for the positions were being recommended for the positions they were being hired for. Each of them had prior experience in similar positions and/or had training to distinguish them from regular classroom aides. Job descriptions for their positions were created. There was some discussion about pay difference between 261 day employees and 183 day employees.

Kevin Kocer said he could go back and re-work compensation figures to address longevity for support staff in the district to see how this could impact pay changes. He'll bring back calculations for next month's meeting and we will look at the financial impacts of this.

Hopefully this will help resolve concerns about pay from those who are just starting out versus those who have been here a while.

VII. 2018-19 Compensation for Teachers, Specialty License Staff, and Support Staff
Support Staff

Kevin Kocer called attention to information pertaining to teacher salaries and support staff salaries. Earlier today, he and Tracy Stagman met with our insurance carrier. Kevin reported we have over \$200,000 more in our fund balance than last year at this time. We had a good March in terms of claims. We might see premium holidays down the road if the performance trend continues. He said a raise between 2.0% and 2.5% is doable.

The Committee recommended meeting again on May 2nd after Kevin has re-worked calculations regarding agenda item II and determining the 2018-19 compensation levels for teachers, specialty license staff, and support staff then.

VIII. Appearances. There were none.

IX. Member suggestions and Recommendations for Future Items.

Mickey Quick mentioned that some area school districts have started to have discussions about whether to add minutes to their school day. This would impact the school calendar, profession development, etc. She wondered if this Committee would like to have a discussion about this topic next month.

X. Next Meeting

May 2nd, 2018 at 6:00pm

XI. Adjournment. Karla Irish moved to adjourn. Kenny Nies seconded. The motion carried on a voice vote. The meeting was adjourned at 7:06 pm.