

River Ridge School District
Staff Employee Relations Committee Meeting Minutes
April 5, 2017

- I. The Staff and Employee Relations Committee met on Wednesday, April 5, 2017 in the Superintendent's Office/Board Room of the ES/MS/HS located at 11165 County Highway P, Patch Grove, WI 53817. The following business was conducted:
- II. Call to Order – Jason Cathman called the meeting to order at 6:00 pm.
- III. Roll Call – The following board committee members were present: Jason Cathman, Kenny Nies, and Kerri Schier. Also in attendance were: Supt./Elementary Principal Dr. Jeff Athey, Business Manager Kevin Kocer, and 5-12 Grade Principal Clay Koenig. Other school personnel present included: Shawn Chatfield, Barb Ploessl, and Steph Steffensmeier.
- IV. Proof of Giving Public Notice – Kenny Nies stated that public notice of the meeting had been given on March 30, 2017 at 1:00 pm.
- V. Appearances – There were none.
- VI. 2017-18 Compensation for Teachers, Specialty License Staff, and Support Staff – The Committee reviewed salary increase scenarios prepared by Kocer. He reviewed the impact of teacher increases ranging from 1.0 to 2.5 percent. He said a number of school districts have opted to provide a 2017/18 increase tied to the CPI of 1.26%. Some districts are considering offering teachers an increase of 2.0%. Kocer reviewed the impact of support staff increases ranging from 15 to 40 cents/hour.

Kocer said TRICOR, the district's consulting agent for our self-insured health insurance, is predicting, as of today, little to no increase in our health insurance premiums for 2017/18.

Committee members will meet on May 3rd to form a compensation recommendation to be brought to the Board on May 10.
- VII. Retirement Package Discussion – The Committee reviewed information compiled by Kocer on retirement benefits provided to teachers and other staff at other districts within CESA 3. Some districts provide "windows" for retirement benefits. Some include retirement benefit information in the employee handbook. Only three districts, Fennimore, Platteville and Shullsburg, have a retirement benefit available for support staff. The Committee recommended continued discussion but does not plan to make a recommendation to the Board until early 2018.
- VIII. Recognition or Salary Lane for National Board Certification – We have one teacher working toward National Board Certification. They are on track to complete certification in December, 2017. Three districts in CESA 3 offer either a stipend or an additional lane change for National Board Certification. The Committee opted to discuss further at an upcoming meeting.

IX. Appearances - There were none.

X. Member Suggestions and Recommendations for Future Items - Nies said he has asked Dr. Athey to put the Maintenance Director position on the April 12 agendas for Buildings and Grounds Committee and the regular Board meeting.

Athey said he has created an Exit Interview form following last month's committee discussion. Administration will use the form to gather feedback from employee's leaving the district's employ.

XI. The next Staff and Employee Relations Committee meeting is set for Wednesday, May 3, 2017 at 6:00 pm.

XII. Adjournment – Schier moved to adjourn. Nies seconded. The meeting adjourned at 7:18 pm.