

River Ridge School District  
Staff-Employee Relations Committee Meeting Minutes  
May 30, 2018

The Staff-Employee Relations Committee met on Wednesday, May 30, 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 3:31 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, 5<sup>th</sup>-12<sup>th</sup> grade Principal Clay Koenig, Business Manager Kevin Kocer, soon to be Business Manager Tracy Stagman, and several 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 May 24, 2018 at 11:00 am. Jason Cathman then declared the meeting legal and official.
- IV. Appearances. Kenny Nies asked if Jason Cathman would like to continue as chair of this committee for the coming year. Jason stated he would like to see another committee member become chair. Karla Irish volunteered to be chair.
- V. Compensation for Support Staff  
This meeting was held for the purpose of discussing any proposals or ideas that could be brought forward to compensate the 12-month clerical staff for the loss of a wage gap when two new aides were hired at a higher pay rate than stated on the wage scale.

Dr. Athey reiterated that in order to get the best people hired for those positions, it was necessary to pay them at a slightly higher wage. With their hiring, the categorization of these two positions changed from the category of a regular or special education aide.

The 12-month clerical staff brought forward two proposals for the Committee's consideration. The first proposal was to reinstate the \$1.50 wage gap between the 12-month clerical staff and the two newly hired aides. They presented a handout to the Committee showing four different wage options and the total cost of those different options to put a gap back between clerical staff and the aides. This handout also showed the entry levels for the regular ed./special ed. aides, four clerical staff positions, and the two aide positions. The 12-month clerical staff said that this would be their first choice to remedy the diminished wage gap.

The second proposal that was brought forward by the clerical staff was a request for extra days off. This request would grant the clerical staff specific days off such as, Christmas break, Easter Monday, Wednesday before Thanksgiving (if applicable), Friday before Labor Day (if applicable), Spring Break (if applicable), 4<sup>th</sup> personal day not taken from sick leave, and when the teachers only work a 6 hour work day the same would be for clerical staff.

The Committee appreciated the proposals, but wanted to take them to the full Board for discussion at the June regular board meeting. Kenny stated the Board could decide: 1. to accept one of the scenarios regarding hourly wage increase from the first proposal, 2. consider granting additional paid days off as proposed by the second proposal or 3. do nothing at all.

Kenny would like the full Board to receive the two handouts in advance so they have the background of what was discussed to be prepared to make a decision at the June board meeting.

- VI. Appearances. There were none.
- VII. Member suggestions and Recommendations for Future Items.  
Kenny Nies would like to have “Compensation for Support Staff” added to the June 11th Board agenda.
- VIII. Adjournment. Jason Cathman moved to adjourn. Kenny Nies seconded. The motion carried on a voice vote. The meeting was adjourned at 4:20 pm.