

River Ridge School District
STAFF AND EMPLOYEE RELATIONS COMMITTEE MEETING MINUTES
Wednesday, March 8, 2023

The Staff and Employee Relations Committee met in the Superintendent's Office of the River Ridge School District located at 11165 County Hwy P, Patch Grove, WI 53817. The following business was conducted:

- I. Call to order
 - a. Kenny Nies called the meeting to order at 5:03.
- II. Roll call
 - a. The following board committee members were in attendance: Kenny Nies, Jason Cathman, and Adam Guthrie. Also present was: Superintendent Clay Koenig, 5-12 Dean of Student Wade Winkers, Business Official Tracy Stagman, Spec. Ed. Director Amy Jones. Staff members Stephanie Steffensmeier and Sue Christ were also present.
- III. Proof of giving public notice of meeting and determining that meeting was properly called and convened and proper notice given pursuant to Wis. Stat. secs. 19.84 and 120.11(2)
 - a. Adam Guthrie shared that public notice of this meeting had been given on March 2, 2023 at 2:00 p.m. Kenny Nies declared the meeting official.
- IV. Appearances
 - a. There were none.
- V. 2022-23 Compensation for Teacher, Specialty License Staff, and Support Staff
 - a. The committee looked at what pay increases would look like for support staff and teachers. They looked at what the financial impact would be for a 3%, 5%, and 7% increase to employee salaries. They were informed that the CPI is 8%. The committee also looked at what the increases were last year. The committee is not interested at making any recommendations to the Board as they wish to wait until the biennial budget is approved at the state level.
- VI. Employee Handbook Proposed Changes
 - a. The committee looked at our handbook and will explore moving toward PTO (paid time off) leave. This would get rid of personal days, sick days, and emergency days. It was decided to gather more information from staff members to ensure nothing is missed. There will be other changes to the handbook in accordance with new policy and state statutes.
- VII. Member Suggestions and Recommendations for Future Items
 - a. Meet with Administrators in closed session next month at the full Board meeting.
- VIII. Next Meeting
 - a. TBD
- IX. Adjourn
 - a. Jason Cathman made a motion to adjourn the meeting. Adam Guthrie seconded the motion. Motion carried on voice vote. The meeting adjourned at 5:42.