

RIVER RIDGE SCHOOL DISTRICT
STAFF-EMPLOYEE RELATIONS COMMITTEE MEETING MINUTES
Monday, March 21, 2016; Patch Grove Building, Room 15

The Staff-Employee Relations Committee met after school on Monday, March 21, 2016 in the Superintendent's Office/Board Room (Room 15).

- I. **Call to Order** - Committee Chair Dave Breuer called the meeting to order at 3:30 pm.
- II. **Roll Call** - The following board committee members were present: Dave Breuer, Lea Breuer, and Ken Nies. The following school personnel were also present: Dr. Athey, Kim Breuer, Shawn Chatfield, Sherrie Downing, Jill Faurote, Jeff Graewin, Carol Harris, Sue Kuenster, Sandy Mergen, Mickey Quick, Steph Steffensmeier, and Kim White. Eileen Brownlee, our school district attorney, was also present.
- III. **Proof of Giving Public Notice of the Meeting** - Ken Nies stated that the meeting notice of this meeting was done at 2:30 pm on March 18, 2016. Lea Breuer made the motion that this meeting notice was properly posted and notice given to the public. Ken Nies seconded this motion. The motion carried on a voice vote.
- IV. **Appearances** - No one signed in to speak during the public participation time of the meeting. The Committee stated that they could sign in anytime during the meeting.
- V. **Information**
 - a. **Discuss Compensation for Teachers, Specialty Licensure Staff, and Support Staff** - Dr. Athey called the Committee's attention to what was contained in their packets related to today's meeting: minutes of the May 26, 2015 Staff-Employee Relations Committee meeting, the compensation that was approved by the full board at the June 17, 2015 Board meeting, changes that were made in the Employee Handbook for 2015-16 that were approved by the Board on July 15, 2015, additional compensations that were approved by the Board on July 15, 2015, compensation information related to support staff, and a spreadsheet of salary and expense considerations area superintendents are considering for 2016-17.

Eileen Brownlee stated that the current CPI is 0.12%. (Source: http://werc.wi.gov/doaroot/cpi-u_chart.htm). The relevant number for schools is the July 1 number in any year.

Carol Harris noted that a premium insurance holiday for this April was approved by the River Ridge Board on March 17, 2016. In talking with our insurance reps from EMC, rates for 2016-17 will not be locked in until May 1st. However, it is likely that there will not be an increase in our health insurance premiums for next year.

Committee members were asked whether the district could look into an HRA (Health Reimbursement Account) for teachers as a benefit. Eileen Brownlee responded by saying that an HRA is an option only under a high deductible health plan.

C. Harris said we aimed for a 2% overall rise in compensation for 2015/16. E. Brownlee said the commonality for districts in CESA #3 appears to be a 1.5% increase for 2016-17.

The Committee was asked to review market comparables for a) entry level pay for teachers and b) pay increases to teachers in their early years of teaching.

The Committee was also asked to provide information on how the RRSD entry level pay compares to other districts.

Lea Breuer said she would be open to having teachers come up with a plan that could be recommended to the Staff-Employee Relations Committee.

C. Harris calculated what a 2% increase would be for the various groups in the districts:

\$43,714 – Teachers (44)
\$12,644 – Support staff (25)
\$706 – Specialty Licenses (1)

L. Breuer said she would like to see how much insurance rates may drop between now and May 1st. She also asked what the deadline is for a decision on 2016/17 compensation. Eileen explained that teacher contracts or accept/reject letters must be issued by May 15th and returned by June 15th. Lea Breuer asked whether it's possible to get a copy of where people are at right now and where they could be with a 2% raise increase. C. Harris said she would bring this information to our next meeting.

E. Brownlee brought up the topic of "extracurricular pay". C. Harris said compensation for coaches/advisors is currently based on a percentage of the Bachelor's column. It has been suggested that we go to a flat rate. Dave Breuer asked how does River Ridge compare to other districts? Dr. Athey replied that we could ask them and put some type of spreadsheet together what we find out. For example, we can ask them whether they pay their coaches/advisors a flat rate or percentage (and how much).

Teacher Aide Sue Kuenster asked whether the district would consider offering a block of days that staff could use anyway they choose rather than days for paid time off being categorized as sick leave, personal leave, emergency leave, etc.. C. Harris replied that employees already are granted 5 emergency leave days (e.g., for illness, injury, death – including funerals). A sentence was added in the Employee Handbook giving the Superintendent the final decision in granting or rejecting a request for emergency leave.

- b. **Retirement Options** – L. Breuer asked for this topic to be placed on today's agenda because she was unable to attend the February 2016 Board Meeting when action on a proposed retirement package proposal was voted on. She wanted to know why the proposed package was voted down and whether there is a chance that a proposal for a lesser amount could be proposed. She said she had been contacted by teachers asking whether there can be any re-consideration of the topic.

Dave Breuer said that he was concerned about the district's budget and being in the red. He said that he just wanted to hold up on this for a bit. The 3-2-1 vote of the Board in February was a reflection of this concern and that is why the motion to pass a retirement package failed.

Ken Nies said a lot of time was put into developing a proposal and he was disappointed that concerns about the proposal did not come up at the committee level.

D. Breuer declined revisiting a retirement package with the Board noting that the Board won't support it at this time.

VI. Member Suggestions and Recommendations for Future Meetings

- Updated seniority lists
- Market comparables for entry level pay for teachers
- Market comparables for pay increases to teachers in their early years of teaching
- Co-Curricular/Extracurricular Pay –including comparison to other CESA #3 schools.
- Health premium information advised by consultants

The next meeting date will be selected after we hear from TRICOR on what the 2016/17 insurance costs will be.

VIII. Adjournment – The meeting adjourned at 4:42 pm following a motion by L. Breuer and seconded by K. Nies.