

River Ridge School District
Staff-Employee Relations Committee Meeting
Wednesday, December 7, 2016

The Staff-Employee Relations Committee met on Wednesday, December 7, 2016 in the Superintendent's Office in the ES/MS/HS located at 11165 County P, Patch Grove, WI 53817.

The following business was conducted:

1. Call to Order Committee chair Jason Cathman called the meeting to order at 6:05 pm.
2. Roll Call The following school board members were in attendance: Jason Cathman, Kenny Nies, and Kerri Schier. Also present: Superintendent Dr. Jeff Athey, Business Manager Kevin Kocer, 5-12th grade Principal Clay Koenig, and Special Education Director Trudy DeSimons.
3. Proof of Meeting Notice Kenny Nies stated that the notice of this meeting was done on December 2, 2016 at 3:00 pm. Kerri Schier made the motion to acknowledge that the meeting had been properly posted. The motion was seconded by Kenny Nies. The motion carried on a voice vote.
4. Appearances There were no members of the public present.
5. Changes to the 2016-17 Calendar to Accommodate Construction The Calendar Committee has met three times during the past month. The committee is recommending that the Board approve the following actions to provide more days for this summer's construction work.
 - Designate Friday, May 26, 2017 as the last day of school for all RRSD students.
 - Convert January 23 and February 8 to student contact days (they are currently staff only days for work and in-service)
 - Beginning January 23, classes for students in grades 7-12 will begin 5 minutes earlier (at 7:55 am) and run until 3:15 pm.
 - Should extra minutes need to be added due to inclement weather days, the Calendar Committee will meet in late March to determine adjustments to meet the state's requirement for minutes of Instruction.
 - Compensate support staff for any loss of hours caused by shortening the school year.
 - Compensate teachers by their regular contract values even though they may not reach the full number of contracted days.

The Staff-Employee Relations Committee expressed support of the recommendations.

6. Fair Labor Standards Act Kevin Kocer reminded the committee of the Board's decision in early November to increase the Maintenance Director's salary to \$47,476 in anticipation of the Fair Labor Standards Act passing. A late November court ruling has temporarily blocked enactment of the new rule. Administration recommends leaving the Board's November action intact. The Staff-Employee Relations Committee agreed.
7. Administrative Contracts Ending June 30, 2017 With their current contracts set to expire at the

end of the 2016-17 school year (June 30, 2017) the Administrative Team shared that they would like the Staff-Relations Committee and Board to address their contracts before the deadline for non-renewals. (Administrative contracts automatically roll over for two years unless a preliminary notice of nonrenewal is delivered to the administrator at least five months before the contract expires. This is almost always January 31st. A final notice must be delivered at least four months before the contract expires.) Kevin Kocer said he would contact the district's attorney, Eileen Brownlee, for a recommended process for the contract discussions.

8. 2017-18 Compensation for Teachers, Specialty Licensed Staff, and Support Staff Administration would also like for the Staff-Employee Relations Committee/Board to address compensation for teachers, specialty licensed staff, and support staff in a timely manners; e.g., before mid-May.

The Early Retirement package offered in spring of 2016 was discussed. Kenny Nies asked Kevin Kocer to bring information to the next meeting to show how last year's retirees/new hires impacted the budget for this year.

Dr. Athey shared that he will be advocating for 4K all day, every day next year which will necessitate hiring one more 4K teacher and coming up with a classroom for that person.

Kenny Nies said he would like this committee to discuss compensation levels for these groups at next month's meeting. Jason Cathman said that he favored having the Staff-Employee Relations Committee meeting immediately following the Policy/Curriculum meeting at 6:00 pm on the first Wednesday of the month since two of the members of the board serve on both committees. The other two Staff-Employee Relations Committee members concurred.

9. Appearances There were none.

10. Member Suggestions and Recommendations for Future Items The Committee would like to see these items on the January agenda:

- Early Retirement package impacts on this year's budget (Kevin Kocer)
- Administrative Contracts – process feedback from Eileen Brownlee
- Compensation levels for teachers, specialty licensed staff, and support staff
- Projected deadlines for accomplishing the above work.

11. Adjournment Kerri Schier made the motion to adjourn. The motion was seconded by Kenny Nies. The motion carried on a voice vote. The meeting was adjourned at 6:47 pm. The next Staff Employee Relations Committee meeting will be at 6:00 pm on Jan. 4, 2017.