

RIVER RIDGE SCHOOL DISTRICT
STAFF-EMPLOYEE RELATIONS COMMITTEE MEETING MINUTES
Monday, December 14, 2015; Patch Grove Building, Room 15

Committee Chair Dave Breuer called the meeting to order at 3:30 p.m. The following board members were present: Dave Breuer, Lea Breuer, and Ken Nies. Other members present included: Dr. Athey, Carol Harris, Kim Breuer, Shawn Chatfield, Jill Faurote, Sue Christ, Jeff Graewin, Terry Mayne, Sandy Mergen, Liz Osterday, Barb Ploessl, and Deb Trautsch. The school district's attorney, Eileen Brownlee, was also in attendance.

Proof of public notice of this meeting was given by Dr. Athey. The agenda notice was posted December 9, 2015 at 2:00 p.m. A motion to accept the posting notice as proper and timely was made by Lea Breuer and seconded by Ken Nies. Motion carried by voice vote.

Dr. Athey read the minutes of last month's meeting aloud (Nov. 16, 2015). A motion to accept the minutes as read was made by Lea Breuer and seconded by Ken Nies. The motion carried by voice vote.

Under "Appearances," no one signed up to speak.

The following agenda topics were discussed . . .

1. Retirement Options

Carol Harris shared an updated chart showing the retirement benefits that other districts in CESA 3 are providing for teaching and support staff.

Eileen Brownlee discussed the retirement benefits that she is familiar with. She said the two least complicated options for providing some type of retirement options are: 403B and cash payments.

Following considerable discussion, the committee laid out a proposal to consider providing a retirement package to those employees who meet the rule of "80" criteria (considering age and experience). The number of participants would be capped at three for the end of the 2015/16 school year. Retirees who meet the rule of 80 would receive \$6,000 a year for three years plus their sick leave payout at an approximate cost of \$94,000 for all three staff members.

Carol Harris, Business Administrator, will call Voya (our TSA administrator) to ask whether our current TSA plan can be amended to allow employer contributions and, if yes, how soon?

Eileen Brownlee reminded the committee that for any retirement benefits implemented at the end of the 2015/16 school year, the board needs to approve the benefits in February, 2016

and, we need to know by March 15, 2016 which staff members are considering retirement. She stated that a retirement window can be attached as an appendix to the handbook with a sunset date.

2. Employee Handbook Changes

The committee reviewed proposed Employee Handbook changes recommended by Eileen Brownlee and Carol Harris. The proposed changes will be brought to the RRSB Board at its January 13 meeting.

The Committee set a meeting date of Monday, January 11, 2016 at 3:30 PM with two agenda items: 1) Retirement benefit discussion, and 2) Employee handbook

Adjournment: A motion to adjourn the meeting was made by Lea Breuer and seconded by Ken Nies. Motion carried by voice vote. The meeting adjourned at 6:25 p.m.