

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

Committee: Budget/ERC

Date: December 5, 2022

Meeting Time: 5:00 pm

Adjourn Time: 6:29 pm

Present: John Bettinger, Elisabeth Minich, Sara Young, Brian Krey, Kasey Maxwell

Agenda Item	Motion	2 nd	Discussion
N/A	Minich	Young	Motion to accept proofs of notice. <i>Passed unanimously on a voice vote.</i>
1: Approval of Minutes from 11/7/2022, Budget/ERC Meeting	Young	Minich	Motion to approve minutes from November 7, 2022 Budget/Employee Relations Committee Meeting. <i>Passed unanimously on a voice vote.</i>
2: 2022-2023 Budget Updates			No updates at this time. <i>No action was taken.</i>
3: Consumer Price Index (CPI)			Krey said that the consumer price index (CPI) annually determines the maximum percentage increase that school districts in Wisconsin can provide staff on a base wage increase. As a reminder, the District is not required to provide a CPI base wage increase to staff. The current projection of the CPI for 2023-2024 base wages is 8.00%. The current budget and financial forecast have an increase of 4.00%. As discussed last month, a 0.5% increase in base wages equals approximately \$50,000. <i>No action was taken.</i>

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4: Auditor Report
(2021-2022)

Krey shared the 2021-2022 auditor report. There were not any deficiencies reported, other than the one that is always reported on page 59. Krey has asked our audit firm about this deficiency, and the response was, “In order to be a control deficiency and not have to be reported in writing, you would need to have a CPA on staff or have someone attend GASB updates every year to understand the updates to the accounting standards. If you would want to get rid of this finding, then I could let you know of some training to attend and understand the financial statements. The pension standard is probably the most difficult to understand. It took me about 5 years to fully understand that standard. We report this finding on about 90% of our clients so others agree that isn’t a good use of your time either.”

No action was taken.

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5: 2023-2024 and
2024-2025 School
Calendars

Krey shared calendars for the 2023-2024 and 2024-2025 school years. Krey also stated that administration has learned from the Lodi School District, that a start date prior to September 1 is possible for approval from DPI. To gain approval, the District needs to show that the majority of the families and staff are in favor of this change.

Committee discussed the pre-September 1 start date. Discussion on the advantages and disadvantages to starting prior to September 1. Discussion on starting around August 23, as that would end the school year before Memorial Day weekend. Another suggestion was to have the first day of school be August 28 with a final school day around May 30 - the week after Memorial Day weekend. Discussion on survey questions. It was decided to send a survey to staff and families that asked two questions. The first question is whether or not to start prior to September 1. The second question (if a respondent answers “Yes” to question one, was to ask which week they preferred to start in August - either the week of August 21 or the week of August 28. Starting school the week of August 21 would result in the year ending prior to Memorial Day.

Krey stated he would create and send the survey out on Tuesday, December 6, and total responses on Monday (12/12) at 8 am. If the family survey and staff survey come back with a majority of people stating they prefer a pre-September 1 start date, the full Board would have to meet on 12/12 to approve a resolution, because resolutions to adjust the start date are due 12/31.

No action was taken.

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<p>6: Transportation Request for Proposal</p>	<p>Young</p>	<p>Minich</p>	<p>Krey stated the District posted a request for proposal for transportation services on 11/2/2022, with proposals due at 1 pm on 12/1/2022. A summary of each submission of the fee proposal table/route rates was uploaded to the board packet on our website. Administration is recommending the acceptance of Lamers (Option B) proposal for the 2023-2024 through 2027-2028 pending the approval of payment terms, minimum number of days, CPI maximums, invoicing, and discussions on communication between administration and Lamers. Bettinger asked that the fuel adjustment going down be negotiated as well.</p> <p>Motion to accept the proposal from Lamers (Options B) pending negotiation of contract details.</p> <p><i>Passed unanimously on a voice vote.</i></p>
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7: 2023-2024
Employee
Handbook

Administration had additional conversations with staff on short term disability (STD) and the Reimbursable Leave Sharing Program (RLSP). Overall, staff would rather keep the RLSP in place versus the District paying for STD.

Discussion on the reimbursable leave sharing program process and whether or not it is the appropriate process for emergency short term leave situations. Discussion on the cost of RLSP compared to short term disability. If STD was provided - it would be a proper system; RLSP is a very subjective system. Table discussion, bring back next month.

Krey stated that administration has discussed retention of staff, and that a tiered system on using consecutive reimbursable days could be beneficial towards this. Currently all staff can take two days off in a row, but anything over two and up to five must be for a medical emergency, or for immediate family bereavement, weddings, or emergencies.

Krey & Glasbrenner proposed that staff with at least five years of local experience could take up to three days; staff with at least 10 years of local experience could take up to four days; and staff with at least 20 years of local experience could take up to five days every other year. This proposal would only allow staff to use an extended leave of over two days once per school year. For example, a teacher with 15 years experience could not do one leave that lasted 3 days and another/different leave for 4 days.

Minich proposed staff with seven years experience could take up to three days off and staff with at least 15 years experience could take up to five days off every other year, while qualifying for the three days the year they don't take five. Discussion on substitutes and filling those positions. Table discussion, bring back next month.

Discussion on paying a stipend amount for banked reimbursable days upon retirement. Committee asked to see a breakdown of employees, years of service, and number of banked days at next meeting to further this discussion. In addition, this information will provide context to potential impact on budget. Table discussion, bring back next month.

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			No action taken.
8: Strategic Plan and Correlation to Committee’s Work			V. Finance and Operations V.G.1: Remain competitive on teacher pay, benefits, and support. V.H.1: Attempt to reduce expenditures and address other issues.
9: Set Next Meeting Agenda Dates			January 9, 2023, at 5:00 pm in the Middle School Library.
7: Set Next Meeting Agenda Items			-2022-2023 Budget Update -2023-2024 Budget Update -2023-2024 Employee Handbook -2023-2024 Calendar (dependent upon survey results) -Transportation Contract Details -Health Insurance Renewal
Motion to Adjourn	Young	Minich	Motion to adjourn at 6:29 pm. <i>Motion passed unanimously on a voice vote.</i>