

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

Committee: Budget/ERC

Date: March 6, 2023

Meeting Time: 5:00 pm

Adjourn Time: 6:38 pm

Present: John Bettinger, Jeff Maier, Sara Young, Loren Glasbrenner, Brian Krey, Michelle Orcutt, Sara Carstensen, Fred lausly, Kathy Jennings, Elisabeth Minich

Agenda Item	Motion	2nd	Discussion
N/A	Maier	Young	Motion to accept proofs of notice. <i>Passed unanimously on a voice vote.</i>
1: Approval of Minutes from 01/09/2023, Budget/ERC Meeting	Young	Maier	Motion to approve minutes from January 9, 2023 Budget/Employee Relations Committee Meeting. <i>Passed unanimously on a voice vote.</i>
2: 2023-2024 Insurance			Krey stated that he has spoken to M3, our health insurance broker and the initial renewal rate with Quartz is 7.0%. The District continues to budget 5.0%. M3 is in the process of negotiating the 2023-2024 renewal rate and a cap (maximum increase) for the 2024-2025 plan year. In addition, at this time the increase to dental and vision is trending at 2% or slightly below. Administration was hopeful that a final insurance renewal rate from Quartz (health) and Delta Dental (dental & vision) would be available at the April meeting. <i>No action was taken.</i>
3: 2023-2024 WI School Nutrition Purchasing Cooperative Agreement			Krey said it has not been received, tabled for next meeting. <i>No action was taken.</i>

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

<p align="center">4: 2023-2028 Transportation Contract Details</p>			<p>Krey stated that contract details include a minimum increase of 2.9% and a maximum increase of 4.0% for the 2024-2025 and 2025-2026 school years. In addition, the following three years would be negotiated. Lamers requested a 6th year for this contract, which was added. In addition, the District would pay Lamers for 171 days.</p> <p>Discussion on another pandemic, and Lamers not receiving the guarantee days if they receive federal stimulus money. Krey will follow up with Eileen Brownlee to create language on this.</p> <p><i>No action taken.</i></p>
<p align="center">5: Custodial/Mainten ance Request For Proposals</p>	<p align="center">Young</p>	<p align="center">Minich</p>	<p>Krey said that the District received 8 different submissions related to the custodial & maintenance request for proposal. In addition, the current annual cost with Dashir is \$546,595.80, which is bi-weekly payments of \$22,774.83.</p> <p>Discussion on comparing bids between local, regional, and nationwide companies. Discussion on nine-year relationship with Dashir, and their submission being 20% above this year’s rates.</p> <p>Discussion on whether or not companies will be able to staff these jobs. Krey stated that these companies are the experts in this industry, and would expect that they have a very good understanding of the landscape for this industry.</p> <p>Discussion on the advantages & disadvantages to selecting the CMS Option 1 (8.25 FTE) vs the CMS Option 2 (10.25).</p> <p><i>Motion to approve bid submitted by CMS pending contract details. Passed unanimously on a voice vote.</i></p>

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

<p>6: 2023-2024 Staffing Allocation</p>	<p>Maier</p>	<p>Young</p>	<p>Krey stated that at the Curriculum & Instruction (C&I) committee meeting on 2/20/2023, there was a discussion on the current teacher-to-student ratios and projections for the 2023-2024 school year. Glasbrenner presented data on Regional 4K & 5K class sizes. Based on this information, the C&I committee recommended to the Budget Committee that 1 teaching position from 4K be reallocated to the Middle School based on enrollments and student-to-teacher ratios.</p> <p>Discussion on reducing a 5K teacher as well, at the latest a year from now.</p> <p><i>Motion to reallocate 1.0 teacher position from 4K to the Middle School.</i></p> <p><i>Passed unanimously on a voice vote.</i></p>
---	--------------	--------------	---

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

7: 2023-2024
Employee Wages

Krey stated that prior to the April 2022 referendum, the District budgeted 4.0% for employee wages for the 2023-2024 school year. In addition, the consumer price index (CPI) per the Wisconsin Employment Relation Commission is 8.00%. This is the maximum amount that can be offered in base wages to RVEA and RVEST.

Discussion on a 4.5% increase for the teachers. Discussion on how an equal dollar amount versus an equal percentage amount would impact employees. Bettinger asked if a hybrid base wage increase would be possible. Krey will bring hybrid (mix of equal percentage and dollar amounts) to the next meeting in April.

Krey shared data from 41 different Madison area school districts and CESA 3 that included base wages, highest paid teachers and expected base wage increases for 2023-2024. In addition, Krey shared statewide information on base wage increase in 2022-2023 and anticipated base wage increases in 2023-2024. Committee plans to offer 4.5% to teachers, but will wait for final approval until survey information is collected from RVEA and hybrid information is from Krey.

Discussion on a 4.5% increase for support staff. Discussion on increasing support staff groups to at least \$15 per hour. Support staff groups that would need an additional increase are classroom/IMC aide's and cooks and food servers. Classroom aide and cooks need a 5% raise to get above \$15 per hour, while food servers need a 9.4% increase. Committee plans to recommend a 4.5% increase to all support staff and a minimum rate of \$15.00 to board, but will wait until April so that all employee groups are completed at the same time.

Discussion on a 4.5% increase for Non-Union staff and Administrators. Discussion on market based increases. Committee plans to recommend a 4.5% increase but will wait until April so that all employee groups are completed at the same time.

Discussion on an increase to the teaching staff base salaries. In addition, discussion on the Bachelor's degree base, as it is used to calculate athletic and activity salaries. Discussion on creating a separation in wages between first year employees in 2022-2023 and first year employees in 2023-2024. Committee plans

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

to recommend a 3.5% increase to the base salaries for teaching staff, but will wait until April so that all employee groups are completed at the same time.

No action taken.

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

8: 2023-2024
Employee
Handbook

Maier

Minich

Krey and Glasbrenner shared a number of changes to the employee handbook. The first recommended change was from the C&I committee. The recommended change from C&I is under the credit advancement policy (pages 23-24). This language would be after the Google Certified Educator:

- “District sponsored and approved initiatives will be granted credit advancement under the discretion of the District Administrator. All district sponsored initiatives will be proposed to the River Valley School Board at the committee level.”

Krey presented additional changes related to reimbursable leave. The first change was to eliminate the first paragraph on page 11 and insert the language below:

- Twelve reimbursable leave days will be credited at the beginning of each fiscal year. The portion that is unused during the school year shall accumulate from year to year, with full time employees being allowed to reach a cumulative cap of 90 days. Reimbursable hours and cumulative caps will be prorated for part-time employees. Annual leave shall accrue at the start of each new contract year in the District, except that, in the event an employee ceases employment, the leave shall be prorated based on the actual time worked as a percentage of a full-year contract. Employees must exhaust reimbursable leave before using dock pay for absences.
- Employees on long-term disability or unpaid leave shall not accrue reimbursable leave except where required by law. Beginning the 2023-2024 school year, teaching staff will be paid \$50 and support staff will be paid \$25 for each reimbursable day remaining above 90 days at the conclusion of each school year.

The next proposed change is to Insert/Add the paragraph below the third paragraph on page 12:

- Employees that have completed at least five (5) years of local experience for the River Valley School District may be absent for three (3) consecutive contract days without dock in pay or a written physician statement on an annual basis. Pre-approval by the District Administrator for this leave is

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

mandatory and must be made at least two (2) weeks in advance of taking such leave.

- Employees that have completed at least ten (10) years of local experience for the River Valley School District may be absent for five (5) consecutive contract days without dock in pay or a written physician statement once every two (2) years (every other year). Pre-approval by the District Administrator for this leave is mandatory and must be made at least two (2) weeks in advance of taking such leave.
- Employees that have completed at least ten (10) years of local experience may not take five (5) consecutive contract days in addition to three (3) consecutive contract days in the same school year.

The next change is to edit the fourth paragraph on page 12 to:

- In the following situations-Bereavement and Emergency Leave-employees may use up to 5 days per occurrence. Immediate family includes employee’s parents, siblings, and children. Pre-approval by the District Administrator for this leave is mandatory for these situations. Leave requested beyond the 5 days may be approved in extenuating circumstances at the District Administrator’s discretion.

Next, Krey recommended removal of all language from the handbook on pages 12 through 14 for the Reimbursable Leave Sharing Program.

The last change was on page 20, for school closings for non-exempt hourly employees to clarify the use of reimbursable days during school closings to the following:

- In the event of a school closing, 9-month school year employees will make up his/her lost time by using reimbursable leave in the following order:
 - Utilize accumulated reimbursable leave (banked days).
 - Employees with no accumulated reimbursable leave must use the current year’s allocation.
 - Employees with no reimbursable leave remaining must use dock pay.

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

			<p><i>Motion to approve 2023-2024 handbook changes as presented.</i></p> <p><i>Passed unanimously on a voice vote.</i></p>
8: Set Next Meeting Agenda Dates			<p>April 10, 2023, at 5:00 pm in the Middle School Library.</p>
9: Set Next Meeting Agenda Items			<ul style="list-style-type: none"> ● 2023-2024 Budget <ul style="list-style-type: none"> ○ Class Sizes ○ Employee Wages ● 2023-2024 Insurance (Health, Dental, Vision) ● Fund 46 ● WI School Nutrition Purchasing Cooperative Agreement ● 2023-2024 Substitute Pay Rates ● Employee Handbook
Motion to Adjourn			<p>Motion to adjourn at 6:38 pm.</p> <p><i>Motion passed unanimously on a voice vote.</i></p>