

**RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING**

**Committee:** Budget/ERC      **Date:** April 10, 2023      **Meeting Time:** 5:00 pm      **Adjourn Time:** 6:26 pm

**Present:** John Bettinger, Jeff Maier, Sara Young, Elisabeth Minich, Loren Glasbrenner, Brian Krey

<b>Agenda Item</b>	<b>Motion</b>	<b>2<sup>nd</sup></b>	<b>Discussion</b>
N/A	Young	Minich	<p><b>Motion to accept proofs of notice.</b></p> <p><i>Passed unanimously on a voice vote.</i></p>
1: Approval of Minutes from 03/06/2023, Budget/ERC Meeting	Maier	Minich	<p><b>Motion to approve minutes from March 6, 2023 Budget/Employee Relations Committee Meeting.</b></p> <p><i>Passed unanimously on a voice vote.</i></p>

**RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING**

<p>2: 2023-2024 Budget</p>	<p>^ Maier</p> <p>* Young</p> <p># Bettinger</p> <p>@ Minich</p> <p>+ Young</p>	<p>^ Minich</p> <p>* Maier</p> <p># Minich</p> <p>@ Maier</p> <p>+ Minich</p>	<p>Krey stated that he had follow up conversations and walk-throughs with CMS of Madison about the custodial contract beginning July 1, 2023. Krey stated he is recommending CMS of Madison be contracted for 8.25 positions at a contract rate of \$418,431 annually beginning July 1, 2023 through June 30, 2026. He mentioned that the current annual cost with Dashir is \$546,595.80 for 10.25 positions. Krey recommends hiring 2.0 FTE district positions as buildings &amp; grounds employees. These two employees would be responsible for some cleaning that includes the stadium &amp; baseball/softball fields and garbages. Discussion on curent responsibilities including building maintenance, building repairs, overseeing major repairs and maintenance, event setup and take down, and other daily duties.</p> <p><b>^ Motion to accept the three-year contract from CMS of Madison.</b></p> <p><i>Passed unanimously on a voice vote.</i></p> <p><b>* Motion to employ 2.0 FTE buildings and grounds employees beginning July 1, 2023. Young, Maier</b></p> <p><i>Passed unanimously on a voice vote.</i></p> <p>Administration presented the total salaries for the current year for each employee group. In addition, total projected salaries for each employee group were presented with a 4.5% increase. In addition, some market based increases discussed last month are in the totals.</p> <p>The total current salaries and projected salaries for each employee group are:</p> <p>RVEST (Support Staff): \$1,090,656.93 (current), \$1,142,845.81 for 2023-2024.  RVEA (Teaching Staff): \$6,470,742.10 (current), \$6,761,925.50 for 2023-2024.  Non Union: \$563,177.05 (current), \$588,520.01 for 2023-2024.  Administration: \$736,981.75 (current), \$790,145.92 for 2023-2024.</p> <p>Discussion on a 4.5% increase for the teachers. Krey stated that the RVEA (Teacher’s Union) sent out a survey to their members on whether they preferred an equal dollar amount or equal percentage amount for distribution of the anticipated</p>
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RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

4.5% salary increase. 77% of respondents stated they preferred an equal percentage amount. Discussion on a hybrid approach instead of an equal percentage or dollar amount for teaching staff, based upon comparables of 41 Madison area districts. Discussion on a hybrid approach that would provide all teaching staff 4.0% base wage increase and a range between 0 and 1.5% for supplemental pay. Recommendation by Bettinger and Young to provide a supplemental wage increase based on current (2022-2023) base wage contract to RVEA. The breakdown of the supplemental wage increase, which will be added to the base salary for each employee will be:

- \$41,736 - \$49,999 = 1.10% supplemental pay
- \$50,000 - \$59,999 = 0.75% supplemental pay
- \$60,000 - \$64,999 = 0.50% supplemental pay
- \$65,000 - \$74,999 = 0.25% supplemental pay
- \$75,000 - \$86,000 = 0.10% supplemental pay

**# Motion to approve a 4.0% base wage increase for RVEA and supplemental increases as presented.**

***Passed unanimously on a voice vote.***

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 an additional 1.0% to get above \$15 per hour, while food servers need an additional 5.4% increase.

Discussion on a 4.5% increase for Non-Union staff and Administrators. Discussion on market based increases presented at last month's meeting and providing Krey with an additional 9.15% and Glasbrenner with an additional 6.75%.

**@ Motion to approve a 4.5% base wage and market-based increases for RVEST, Non-Union, and Administrative employees as presented.**

***Passed unanimously on a voice vote.***

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

Discussion on a 3.5% increase towards base salaries for new teachers and the athletics & activity base salary.

The current base wages for the current year and 2023-2024 at 3.5% are:

New Teacher w/ Bachelor’s Degree: \$41,736.48 (2022-23); \$43,197.26 (2023-24).

New Teacher w/ Master’s Degree: \$45,440.41 (2022-23); \$47,030.82 (2023-24).

Athletics & Activities Base Salary: \$42,841.27 (2022-23); \$44,340.71 (2023-24).

**+ Motion to approve 2023-2024 base salaries for new teachers and the athletics & activities schedules as presented.**

***Passed unanimously on a voice vote.***

Jaime Hegland sent materials, including a job description and funding spreadsheet with administration to consider a strength and conditioning coordinator for the 2023-2024 school year. Discussion on advantages to this position and funding the position. Hegland recommended that the funding come from reductions of coaches from other sports including football, track, swimming, basketball cheer, and wrestling cheer. Committee stated that if there are decreasing participants, that those coaching positions, like teaching positions, need to be reduced - not reallocated. Discussion on having each varsity sport reduce a percentage to fund it. Discussion on a survey to head coaches and dividing up the pay equitably across all varsity sports. Committee advised that Hegland survey coaches on desire for position and how to fund it equitably across all athletic teams.

No action taken.

**RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING**

<p align="center">3: 2023-2024 Insurance</p>	<p align="center">^ Young  # Bettinger</p>	<p align="center">^ Maier  # Minich</p>	<p>Krey stated that the health insurance renewal from Quartz returned at 6.0%. The impact for employees is \$2.44 per paycheck for a single employee and \$5.76 per paycheck for a family plan.</p> <p><b>^ Motion to approve the Quartz Health Insurance Renewal for 2023-2024.</b></p> <p><i>Passed unanimously on a voice vote.</i></p> <p>Krey stated that there is no increase or change to the 2023-2024 Delta Vision plan. Krey stated that he is recommending a 4.0% increase for the 2023-2024 Delta Dental plan. This increase includes adding a plan that allows members to get preventive care without claims dollars going towards the members annual maximum and increasing the dependent orthodontia age from 25 to 26. The impact for employees per paycheck would be \$0.05 for single plans and \$0.12 for family plans.</p> <p><b># Motion to approve the Delta Dental and Delta Vision renewals as presented for 2023-2024.</b></p> <p><i>Passed unanimously on a voice vote.</i></p>
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**RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING**

<p>4: Creation of Fund 46 to Fund Long Term Capital Improvement Plans</p>	<p align="center">Maier</p>	<p align="center">Young</p>	<p>Krey said that at the March 20, 2023 Buildings &amp; Grounds Committee meeting, a motion to recommend the creation of a Fund 46 to the Budget/ERC Committee was passed on a unanimous vote. He further detailed that a Fund 46 is created for funding long-term capital improvement plans. Monies are deposited from Fund 10 into Fund 46 and available to the District to spend five years after the establishment of the fund. Monies in Fund 46 may only be used for the purposes identified in the approved long-range facilities plan and may not be transferred to any other fund. The long-range facility plan can be modified and re-approved by the Board at any time.</p> <p>Krey stated that there are multiple benefits by creating a Fund 46 that include: setting aside monies for specific use related to capital improvements (two examples would be replacing synthetic turf and track maintenance), providing an end-of-fiscal-year opportunity to reallocate funds to more fully expend the Fund 10 budget, and reduction of a high fund balance. In addition, there is a potential state aid impact by creating a Fund 46. Administration does not believe there are any disadvantages by creating this new fund.</p> <p><b>Motion to approve the creation of a Fund 46.</b></p> <p><b><i>Passed unanimously on a voice vote.</i></b></p>
<p>5: 2023-2029 Transportation Contract</p>			<p>Administration is seeking final action to the transportation contract. The only update to last month’s meeting is a language clause that states, “If stimulus money from the government is received by Lamers, the District will not be required to compensate Lamers for days that are covered by stimulus money.”</p> <p>Discussion on lack of communication from Lamers on this issue. Committee directed Krey to accept the contract when it is received from Lamers.</p> <p>No action taken.</p>

**RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING**

<p>6: 2023-2024 WI School Nutrition Purchasing Cooperative Agreement</p>	<p>Young</p>	<p>Maier</p>	<p>Krey said that the Administration is recommending approval of the WI School Nutrition Purchasing Cooperative Agreement, which allows the District to enter into a relationship with 58 other school districts to enhance our buying power related to food, beverages, and supplies related to our Food Service program. This is an annual agreement that River Valley has been a part of since 2017.</p> <p><b>Motion to approve the 2023-2024 WI School Nutrition Purchasing Cooperative Agreement.</b></p> <p><i>Passed unanimously on a voice vote.</i></p>
<p>7: 2023-2024 Substitute Pay Rates</p>	<p>Minich</p>	<p>Maier</p>	<p>Administration is recommending a 4.0% increase on substitute pay for the 2023-2024 school year. 4.0% was part of the forecasted budget.</p> <p>Krey asked about dedicated building substitutes. Discussion on continuing building substitutes.</p> <p><b>Motion to approves 4.0% increase for substitute employees.</b></p> <p><i>Passed unanimously on a voice vote.</i></p>
<p>8: 2023-2024 Employee Handbook</p>			<p>No updates at this time.</p> <p><b>No action taken.</b></p>
<p>9: Strategic Plan &amp; Correlation to Committee’s Work</p>			<p>V. Finance and Operations</p> <p>V.G.1: Remain competitive on teacher pay, benefits, and support.</p> <p>V.H.1: Attempt to reduce expenditures and address other issues.</p>
<p>10: Set Next Meeting Agenda Dates</p>			<p>May 8, 2023, at 5:00 pm in the Middle School Library.</p>

RIVER VALLEY SCHOOL BOARD – COMMITTEE MEETING

11: Set Next Meeting Agenda Items			<ul style="list-style-type: none"><li>● 2023-2024 Preliminary Budget Approval</li><li>● Purchasing Card Program</li><li>● 2023-2024 Employee Handbook</li></ul>
Motion to Adjourn	Maier	Minich	Motion to adjourn at 6:26 pm.  <b><i>Motion passed unanimously on a voice vote.</i></b>