



RIVER VALLEY SCHOOL DISTRICT

Home of the Blackhawks



BRIAN KREY
Business Manager

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TO: River Valley Budget/ERC Committee

FROM: Brian Krey, Business Manager

DATE: April 10, 2025

SUBJECT: APRIL 14, 2025 BUDGET/ERC COMMITTEE MEETING AGENDA ITEMS

2. 2024-2025 Budget Update

Administration will provide an update on moving logistics, the summary of moving this summer includes:

- 15 classrooms within the High School
- 16 classrooms from the Middle School to High School
- 5 classrooms within the Middle School
- 15 classrooms from the Elementary School to the Middle School
- 1 classroom from the ELC to the Middle School
- 10 classrooms within the Elementary
- 13 classrooms from the ELC to the Elementary

3. 2025-2026 Budget Update

The consumer price index for base wage negotiations with RVEA is 2.95% per the Wisconsin Employment Relations Commission (WERC). Current and historical information from WERC is here:

https://werc.wi.gov/doaroot/cpi-u_chart.htm

The current health insurance renewal has decreased from 16.9% to 15.5%, while the current dental insurance renewal is 9.38%, and vision at 2.0%.

Administration is recommending the District move ahead with the current health, dental, and vision insurance renewals.

4. 2025-2026 Wages

Administration is recommending the following wage increases for 2025-2026. In order to accomplish this, the District will have a 0% increase in supplies, purchased services, non-capital equipment and technology for the 25-26 school year.

In addition, you will see teacher salary and benefit comparables from 2024 (last year) and daily compensation comparables for teachers in 2025.

- **RVEA (Teaching Staff): 2.95%**
 - Propose a 2.0% increase to base salary to create separation between year 1 employees returning and new employees in the fall.





- **Hourly Support Staff: 10.0%**
 - Propose a 7.0% increase to base wages to create separation between year 1 employees returning and new employees in the fall.
 - Note: Hourly support staff increases were discussed a year ago, and goal was to get our special education assistants to \$18.00 per hour as a base wage.
 - Propose a \$0.50 increase for before/after school aides.
 - Propose maintaining an hourly wage of \$7.25 for before/after student workers.
 - See separate document on meeting portal/website for a breakdown of hourly support staff wages.
- **Non Union Staff & Administrators: 2.95%**
- **Athletic & Activity Schedules: 2.95%**
 - Recommending the following changes for 2025-2026:
 - High School Athletic Schedule:
 - Football:
 - Remove Co-Head Coaches and replace with Head Coach at 12% and Assistant Coaches at 48%.
 - 60.0% total remains unchanged.
 - Boys' Soccer:
 - Change Junior Varsity to Assistant Coaches. No change to cost.
 - Wrestling:
 - Remove Co-Head Coaches and replace with Head Coach at 14%. Increase Girls Coach to 8% and Assistant Coaches to 10%.
 - 32% total remains unchanged.
 - Middle School Athletic Schedule – Rename to Junior High Athletic Schedule:
 - Change Grade levels in Cross Country, Wrestling, and Track to 7th – 8th Grade Coach.
 - Participation in these sports for 5th or 6th grade students have always been dependent upon 7th and 8th participation numbers.
 - Co-Curricular/Activities Schedule:
 - RVHS Musical
 - Decrease Drama Director and Musical Director to 5% each (from 8% each)
 - Increase Assistants to 19%.
 - Total percentage increase of 7% (from 22% to 29%)
 - Social Media Coordinator
 - Increase from 6% to 9% (total increase of 3%).
 - Eliminate Math Club Advisor – total decrease of 3%
 - Eliminate FBLA Advisor – total decrease of 7%

There are a few items on the co-curricular/activities schedule related to “River Valley Middle School”. We will plan to review them and bring changes to these in May.

5. 2025-2026 Other Pay

Please see documents on the website/portal that outline proposed increases for Administrative Building Coordinators, Substitutes & Home Bound, Extended Contracts/Summer School, Mentors, Curriculum Work/Staff Development.



6. Employee Handbook Language, if needed

Currently the District does not have a policy or any language in the handbook regarding sabbaticals. Administration is seeking a discussion on a request from a current employee for a one year sabbatical.

7. Strategic Plan and Correlation to Committee's Work

Finance and Operations

- #1. Remain competitive on teacher and other staff pay, benefits, and support.
- #2. Reward teachers and other staff who demonstrate growth, development, and long-term commitment.

8. Set Next Meeting Date

- Monday, May 12, 2025 at 5:00 pm in the Middle School Library

9. Set Next Meeting Agenda Items

- 2024-2025 Budget Updates
- 2025-2026 Budget Updates
- Employee Handbook Changes