



# RIVER VALLEY SCHOOL DISTRICT

*Home of the Blackhawks*



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Business Manager

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TO: River Valley Budget/ERC Committee

FROM: Brian Krey, Business Manager

DATE: October 5, 2022

SUBJECT: OCTOBER 10, 2022 BUDGET/ERC COMMITTEE AGENDA ITEMS

## **2. 2022-2023 Budget Updates**

Administration has uploaded the required budget format for the Home News, and also the 'board format' of the 2022-2023 budget.

## **3. Audit Contract Bids**

A Request for Proposal (RFP) was sent out on September 20, and bids are due at 1:00 pm on Monday, October 10. Administration will provide a summary of all bids at the meeting, and also load this summary to the portal for action.

## **4. 2022-2023 Employee Handbook**

Administration had multiple conversations with National Insurance Services regarding short term disability. The conversations centered on how the District could provide Short Term Disability to all employees. The attached STD proposal provides a few options.

- Pages 3-4, "Option 1"
  - All employees are provided a \$250/week benefit – this is called the "core" plan.
  - Employees are allowed to "buy-up" beyond that amount.
  - Elimination period remains the same as the District has now (Accident = 0 days; Sickness = 3 days)
  - Cost to the District is \$21,053
- Pages 7-8, "Option 2"
  - All employees are provided a \$250/week benefit – this is called the "core" plan.
  - Employees are allowed to "buy-up" beyond that amount.
  - Elimination period changes to (Accident = 0 days; Sickness = 7 days)
  - Cost to the District is \$15,138
- Pages 11-12, "Option 3"
  - All employees are provided a \$250/week benefit – this is called the "core" plan.
  - Employees are allowed to "buy-up" beyond that amount.
  - Elimination period changes to (Accident = 7 days; Sickness = 7 days)
  - Cost to the District is \$14,737



A few notes regarding this plan:



- Employees cannot be made “whole” through this plan. Basically, once an employee begins STD, they cannot use reimbursable days to supplement income.
- Non occupation cases only. If an injury/accident/illness is work related, that is covered by workers compensation.
- 15% of staff eligible must enroll in the buy up option.

#### **5. 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.

#### **6. Set Next Meeting Date**

- Monday, November 7, 2022 at 5:00 pm in the Middle School Library

#### **7. Set Next Meeting Agenda Items**