

**RICE LAKE AREA SCHOOL DISTRICT
BOE COMPENSATION COMMITTEE**

**Monday, December 20, 2021
5:30 PM - Meeting
MINUTES**

- I. **Call to Order:** The meeting was called to order at 5:30 p.m.

- II. **Participants:** Present: Bert Richard, Steve Bowman, Keven Jensen, and Sarah Turner
Absent: None
Others Present: Patrick Blackaller, Randy Drost

- III. **Statement of Notice Given Pursuant to Wisconsin Statutes 19.84:** Communications and public notice of the meeting, as required by Section 19.84 of the Wisconsin Statutes, had been properly given by Pat Blackaller.

- IV. **Approval of minutes from the November 8, 2021 Meeting:** Keven Jensen and Sarah Turner motioned to approve the November 8, 2021 BOE Compensation Committee meeting minutes. All present voting yes. Motion approved.

- V. **Teacher Compensation:** Mr. Drost reviewed our teacher salary history, and discussed the districts' current salary data compared to other districts.

- VI. **Substitute Pay:** Mr. Drost discussed increasing the district substitute pay rates. He recommends the substitute teachers to increase to \$125 for full day and move them to \$150/day after they work more than 10 non-consecutive days in a school year. Mr. Drost also recommended increasing the substitute paraprofessional rate to \$110/day after they work more than 10 days of subbing.

Pay Level	Teacher Full Day Rate	Teacher Half Day Rate	Para Full Day Rate	Para Half Day Rate
Current Pay Rate (Increase to base position rate after 10 consecutive days)	\$115/Day	\$60/Day	\$100/Day	\$55/Day
Proposed Pay Rate (Increase to base position rate after 10 consecutive days)	\$125/Day	\$65/Day	\$100/Day	\$55/Day
Proposed Rate after working 10 Non-consecutive days	\$150/day	\$80/Day	\$110/Day	\$60/Day

- VII. **Closed Session:** Keven Jensen and Sarah Turner motioned to move into Closed Session. All present voting yes. Motion approved. The meeting was adjourned into Closed Session at 6:12 p.m.
- VIII. **Open Session:** Keven Jensen and Bert Richard motioned to reconvene into Open Session. All present voting yes. Motion approved. The meeting was moved into open session at 6:22 p.m.
- IX. **Action from Closed Session:** None.
- X. **Other:** None.
- XI. **Next Meeting Date:** To be determined.
- XII. **Adjournment:** Sarah Turner and Keven Jensen motioned to adjourn the meeting. All present voting yes. The meeting adjourned at 6:24 p.m.

Minutes submitted by Patrick Blackaller.