

**Rice Lake Area School District  
BOE Negotiations Committee  
Monday, November 2, 2015  
6:00 PM**

**MINUTES**

1. **Called to Order**: The meeting was called to order at 6:00 p.m.
2. **Roll Call**:     **Present**: Tami Alberg, Steve Bowman, Don Cuskey, and Miriam Vavra  
                  **Others Present**: Larry Brown, Patrick Blackaller, and Brooke Schmidt, Matt Savina, Natalie Springer and Dan Webber from the teachers group.  
                  **Absent**: None
3. **Statement of Notice**: Steve Bowman announced that notice of the meeting was communicated by public notice as required by 19.84 of WI Statutes.
4. **Approval of Minutes from the August 24, 2015 Meeting**: Miriam Vavra and Tami Alberg motioned to approve the August 24, 2015 BOE Negotiations Committee meeting minutes. All present voting yes. Motion approved.
5. **Teacher Negotiations**: Pat reviewed the costing for the \$300 to \$800 range of step corrections that were requested to address the salary freeze and the 2014-15 teachers salary schedule. The committee also discussed the teachers who submitted lane changes after the March 2015 salary adjustment deadline and the cost to make these adjustment prior to placement on the 2015-16 salary schedule. The committee agreed that the adjustments submitted prior to the 2015-16 salary schedule should be adjusted.

At 6:20 p.m. the teachers' group representatives entered the meeting. Steve Bowman explained the committee's suggestion for transition from the old schedule and the proposed step increase to resolve the step freeze. The BOE committee is suggesting a step amount of \$500. All pay increases would be applied prior to insertion into the new salary schedule. Teachers eligible for step movement would receive between \$500 to \$2500 dependent on the number of years they have been in the district without step movement and the maximum movement they could attain. If the employee is at the maximum step in their respective lane they will be eligible for a onetime \$500 payment. The new pay determined from above (excluding one-time payments) will be used to determine placement in the new schedule with employees between steps either being rounded up or down. No employee will receive less than a \$500 pay increase, however if the employee's pay is rounded down to the next lower step and as a result makes less than \$500, the employee will be paid a one-time payment in an amount that would result in them making no less than \$500 more for the 2015-2016 school year.

At 6:38 p.m. the teachers exited the meeting and went into caucus. At 6:52 p.m. the teachers returned. They asked for clarification of the amount of salary applied to base building vs. cash payment and how that would be calculated. They also asked how new teachers were placed on the salary schedule this year. The teachers group would prefer the pay correction to be base building. The committee replied that new hires are already on the 2015-16 salary schedule so this

will not impact them. The BOE committee explained that they prefer to make the corrections this year to get the schedule in line with the new salary schedule that was agreed upon.

At 7:20 pm the teachers exited to caucus. Teachers returned to the meeting at 7:30 p.m. They requested a few examples of the proposed plan and how the movement and salary placement and payout would be calculated. The teachers would like to take this proposal back to their work group and hold an informational meeting. They would like Pat and Larry to attend the meeting to assist and answer questions.

6. **Next Meeting Date:** Monday, December 7, 2015 at 6:00 p.m.
7. **Adjourn:** Tami Ahlberg motioned to adjourn the meeting, Miriam Vavra seconded. All present voting yes. Meeting adjourned at 7:40 p.m.

Minutes submitted by Patrick Blackaller.