

**Rice Lake Area School District
BOE Negotiations Committee
Monday, December 12, 2016
5:20 PM**

MINUTES

1. **Called to Order:** The meeting was called to order at 5:20 p.m.
2. **Roll Call:** Present: Tami Alberg, Steve Bowman, Don Cuskey and Keven Jensen
Others Present: Randy Drost and Patrick Blackaller
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 November 14, 2016 Meeting:** Keven Jensen and Tami Alberg motioned to approve the November 14, 2016 BOE Negotiations Committee meeting minutes. All present voting yes. Motion approved.
5. **Staff Negotiations:** The committee reviewed the proposal from the last meeting for teachers, then met with representatives from each of the work groups to negotiate wages for 2016-17. The teachers' proposal has a cost estimate of approximately 2.5% increase to salaries, where the teacher would choose between the stipend or a step on the salary scale but not both. The proposal also included a \$750 stipend to teachers at the top of the scale and adding a step 15 to the bachelors scale.

Food Service: Group representatives (Carol Lammers, Melissa Anderson, Barb Smith) entered the meeting at 5:30 p.m. The food service work group asked to receive the same increase to salaries as teachers group for 2016-17 and also an increase to stipend for certification requirement for the cooks (currently receive an extra 35 cents/hour if certified). The group also asked board to review their pay scale in comparison to other support staff groups to make sure they are equitable. The food service representatives exited the meeting at 5:48 p.m.

Secretarial/Aides: Group representatives (Chris Panasuk, Sandy Fisher, Amber Redlich, Jennifer Davis, and Pat Walsh) entered the meeting at 5:50 p.m. The group asked for a wage increase of 10% and asked for longevity compensation for years of experience. The group would like to see the longevity increase for every 5 years of experience. In past they had stipend up to \$300 per year for longevity. The group also asked for the in lieu of health insurance stipend that full-time employees receive if they decline district health insurance. The group exited the meeting at 6:05 p.m.

Custodians: Representatives (Stan Koenig, Jeff Kinnick, Robin Myers, and Shelley Iserman) entered the meeting at 6:10 p.m. The group asked for a minimum wage increase of 2% or equal to the increase teachers group receives. They also requested extra compensation for additional work they have assumed with increase to workloads and increase to facility use activities. The group exited the meeting at 6:25 p.m.

Teachers: Representatives (Brooke Schmidt, Dan Weber, Matt Savina, and Jenna Munden) entered the meeting at 6:32 p.m. The teachers discussed the options proposed at the last meeting. The proposal was clarified on how teachers would choose between an increase on the salary schedule or taking a stipend as relates to the report card bonus. The proposal also includes compensating teachers at top of schedule with a \$750 stipend for 2016-17 and to add a step to schedule for Bachelors column at step 15 with a \$1000 increase above step 14. Teachers will bring this proposal back to discuss with their group and requested Randy to attend and speak to the teachers during the presentation. The teachers exited the meeting at 6:50 p.m.

6. **Other:** None

7. **Next Meeting Date:** To be determined.

8. **Adjourn:** Keven Jensen motioned to adjourn the meeting, Steve Bowman seconded. All present voting yes. Meeting adjourned at 6:51 p.m.

Minutes submitted by Patrick Blackaller.