

**Rice Lake Area School District
BOE Negotiations Committee
Monday, May 22, 2017
6:00 PM**

MINUTES

1. **Called to Order:** The meeting was called to order at 6:00 p.m.

2. **Roll Call:** Present: Bert Richard, 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 March 27, 2016 Meeting:** Keven Jensen and Bert Richard and motioned to approve the March 27, 2016 BOE Negotiations Committee meeting minutes. All present voting yes. Motion approved.

5. **Staff Negotiations:** The committee discussed provisions in the handbook. Mr. Drost discussed some potential revisions as follows:

PTO:

An employee may be on non-sick leave PTO for a maximum of three consecutive work days for one occurrence annually. Once every five years an employee may request up to five PTO days to be used on consecutive work days with building administrator and superintendent approval.

Due to limited availability of substitutes, the district will blackout dates in which large groups will be attending conferences. A list of blackout dates will be created and posted on the districts intranet in the handbook folder. The list will also be available in the office at each building.

Employees who use less than three leave days annually will be paid out for two leave days at the rate of \$100/day.

FMLA bank days are only available to be used when all current year leave balances are exhausted.

Health Insurance Coverage:

The committee discussed that we will be putting in the new district maximum contributions toward health insurance for a family and single plan. The new contribution rates will be \$1667.00 for the standard family plan and \$552.00 for the standard single plan. District contribution rates for the value plan are \$1257.00 for the family plan and \$344.74 for the single plan.

Another change recommended to the district handbook is that any employee hired, starting with the 2017-2018 school year, will be eligible for health insurance at 30 hours per week. Employees that are currently on the district's health plan that work between 20 and 30 hours/week will be permitted to remain on the plan for as long as they maintain the coverage continuously. Any employee currently enrolled on districts insurance that works less than 30 hours who decides to terminate coverage at any point after July 1, 2017 will be subject to the new 30 hour/week eligibility rule.

6. **Closed Session**: Don Cuskey and Bert Richard motioned to move into Closed Session. All present voting yes. Motion approved. The meeting was adjourned into Closed Session at 6:28 p.m.
7. **Open Session**: Don Cuskey and Keven Jensen motioned to reconvene into Open Session. All present voting yes. Motion approved. The meeting was moved into open session at 6:42 p.m.
8. **Action from Closed Session**: None
9. **Other**: None
10. **Next Meeting Date**: To be determined.
11. **Adjourn**: Keven Jensen motioned to adjourn the meeting, Bert Richard seconded. All present voting yes. Meeting adjourned at 6:45 p.m.

Minutes submitted by Patrick Blackaller.