

**Rice Lake Area School District
BOE Negotiations Committee
Thursday, July 14, 2016
9:00 AM**

MINUTES

1. **Called to Order:** The meeting was called to order at 9:05 a.m.
2. **Roll Call:** Present: Tami Alberg, Steve Bowman, Don Cuskey and Keven Jensen
Others Present: Larry Brown, 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 June 27, 2016 Meeting:** Keven Jensen and Tami Alberg motioned to approve the June 27, 2016 BOE Negotiations Committee meeting minutes. All present voting yes. Motion approved.
5. **Teacher Negotiations:** Pat showed the committee the costing of requested proposals from the last meeting. The teachers' proposal, which included a full step increase plus CPI, adding a step to top of bachelors schedule and pay \$1000 to those at the top of the scale, amounted to an increase of 2.66% in total salaries and approximately 3.99% with benefits. Costing for 1/3 step with the added bachelors step and \$500 paid to top salaries totals .979% increase to salaries and approximately 2.0 increase with salaries and benefits. This option would be within budget. Costing for ½ step salary increase with the additional bachelors step and payment of \$500 to top salaries would total 1.32% increase in salaries. Removing the CPI increase would make steps an even amount and would cost approximately 2.24% increase with benefits.

The teachers' group representatives (Brooke Schmidt and Dan Weber) entered the meeting at 9:30 a.m. Steve Bowman explained the costing of the teachers proposal and that the district budget allowed only 2% increase while we are receiving no increase in revenue to balance increases in the budget. The teachers' expressed a concern that with annual increases of \$500 per year and no step movement, it would take a new staff member 56 years to reach the top of the salary scale. The committee suggested a proposal for 1/3 step increase, add a bachelors step 15 to top of schedule at \$1000 higher than Bachelors 14, and include \$500 stipend to salaries at top of schedule. This would cost approximately 2% in salary increase.

Teacher representatives stepped out of the meeting to discuss at 9:50 a.m. and returned at 10:00 a.m. Teachers suggested \$1000 for each teacher eligible for a step and add the bachelors 15 step and \$1000 stipend to teachers at the top of the scale. Pat said this proposal would cost close to a 3% increase. Teachers also asked how new teacher hires are placed on the salary schedule and number of teachers and impact on these increases. The salary placement process was explained, maximum placement is at step 5 for new staff and the proposed salary increases are not impacted by number of new teachers.

The teachers stepped out of the meeting at 10:05 while the committee calculated further costing and discussed another proposal.

The teachers returned to the meeting at 10:10 a.m. The committee proposed ½ step increase which is \$750 for those eligible for step movement and add the bachelors 15 level and include \$750 stipend payment to teachers at top of schedule. This would cost approximately 2.34%. The teachers asked to take this proposal back to their group to discuss.

6. **Substitute and Seasonal Staff Wage Rates:** Pat suggested the committee review the pay rates for substitute staff and the fact that the last increase was during the 2010-11 school year. One suggestion was to tie the sub rate to the group they are with. It was also suggested to eliminate some of the different sub pay rates to simplify payroll calculations. The committee agreed to the suggestion to pay substitute secretarial, classroom aides and playground aides the same rate with the 2% increase. Committee feels the current substitute teacher rate should remain at the current rate of \$100 per day and last salary survey showed that the district is in line or better with other areas school districts.
7. **Next Meeting Date:** To be determined.
8. **Adjourn:** Don Cuskey motioned to adjourn the meeting, Keven Jensen seconded. All present voting yes. Meeting adjourned at 10:45 a.m.

Minutes submitted by Patrick Blackaller.