

**Rice Lake Area School District
BOE Negotiations Committee
Monday, September 26, 2016
5:30 PM**

MINUTES

1. **Called to Order:** The meeting was called to order at 5:35 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 July 14, 2016 Meeting:** Don Cuskey and Keven Jensen motioned to approve the July, 2016 BOE Negotiations Committee meeting minutes. All present voting yes. Motion approved.
5. **Teacher Negotiations:** The negotiations committee reviewed teachers email to Pat requesting full step increase in salary. Salaries and benefits represent 78% of district budget and this type of increase would likely mean something else in the budget would need to be cut.

At 5:53 p.m. the teachers group representatives entered the meeting (Brooke Schmidt, Dan Webber, Matt Savina, and Jenna Munden). They reported that they met with teachers and they are asking about the compensation model and how meeting evaluation goals was to impact receiving a step increase on the salary schedule. They assumed the new model agreed upon would be sustainable. The committee replied that the concept was good, but they must follow CPI% to stay within budget. The increases between steps on the new model are currently not sustainable. The teachers group asked how new staff were placed this year and how much the district saves with new teachers coming in with lower salaries than those retiring. The committee replied that a full step increase at this time would put the current budget at a deficit of \$540,000. Teachers asked if there are any fluff areas for budget cuts and also wondering how much the compensation reimbursement plan is costing the district. The committee suggested the teachers use 2% increase to come up with new grid that would work. The teachers declined the offer for the ½ step for \$750 increase and in the meantime hope for increase in funding. They will look to get compensation committee together again.

6. **Other:** None
7. **Next Meeting Date:** To be determined.
8. **Adjourn:** Don Cuskey motioned to adjourn the meeting, Steve Bowman seconded. All present voting yes. Meeting adjourned at 7:45 p.m.

Minutes submitted by Patrick Blackaller.