

River Valley School Board - Committee Meeting

Committee: Budget / ERC

Date: 4/8/2024

Meeting Time: 5:00 PM

Adjourn Time: 7:15 pm

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Present: Jeff Maier, John Bettinger, Sara Young, Pam Gauger, Loren Glasbrenner, Scott Moore, Carla Peterson, Sara Carstenson, Fred Iausly, Kathy Jennings, Kasey Maxwell

Agenda Item	Motion	2 nd	Discussion
Reading of notice Approval of agenda	Young	Gauger	Read by Chairperson, Bettinger
Approval of minutes	Gauger	Young	
2023-24 Budget Update			Obtain up-to-date budget information for the May meeting.
2024-25 Budget Update			At the May meeting, estimates of decisions from this meeting will be shared with exact. The team discussed the transition from Mr. Moore to a new business administrator and the hope to have the new member mentored by Jon Novak.
Interview Candidates for 2024-25 General Counsel			<p>5:15 pm ~ Boardman & Clark was represented by Doug Witte (the chairman of school law), Brian Goodman, and Matt Bell. General areas covered in the presentation include the following:</p> <ul style="list-style-type: none"> ○ Student Issues: Discipline, Pupil Services, Special Education, etc. ○ Employee Issues: Discipline, Investigation, Termination, Contract Renewal, etc. ○ Board Issues: Board Training, Policy and Legal Updates, Elections, Referenda, Board Meeting Processes, etc. ○ Litigation Experience <p>An emphasis was placed on being accessible, analytical, and educating the client. Witte spoke to efficiency due to the size of their practice and teamwork. Glasbrenner asked about the Fennimore office - Eric Hagen will remain in the area, yet their team shared the accessibility of getting to their team no matter the location. Bell spoke of his experience as a school psychologist, and currently works with our staff in River Valley. Goodman spoke of his experience as an educator and understanding employment issues. He also elaborated on policy experience and staff training. Witte shared the team's experience with litigation and dealing with complaints.</p> <p>Bettinger shared his preference of having a point person. Goodman shared that he is happy to take on the position of point. Current district general counsel Brownlee has involved him on many occasions and Goodman shared his expertise of working with the same style.</p> <p>5:45 pm ~ Renning, Lewis & Lacy was represented by Shana Lewis (in-person) and O'Brien-Heinzen (phone). Lewis shared the history of the law firm and the formation of the firm expanding to school law representation. Tess shared information on the depth of expertise in student issues, DPI complaints, and school law. O'Brien-Heinzen also shared that every member does do school law, and she shared the responsiveness of her new team</p>

			<p>at Renning, Lewis, & Lacy. O'Brien-Heinzen shared that she shares the onus of the problem when district issues are trusted with the team. She shared their expertise on several areas:</p> <ul style="list-style-type: none"> - Student Issues: Discipline, Pupil Services, Special Education, etc. - Employee Issues: Discipline, Investigation, Termination, Contract Renewal, etc. - Board Issues: Board Training, Policy and Legal Updates, Elections, Referenda, Board Meeting Processes, etc. - Litigation Experience <p>Bettinger shared the interest of having a point person which they addressed that O'Brien-Heinzen would be our point person with Lewis as a support. Lewis shared that the team represents 130+ school districts and that they can continue to provide the same support. Young asked about the fee structure that we would use on the hourly basis (very similar to Boardman & Clark).</p> <p>Appointment of general counsel will occur at the May Board organizational meeting.</p>
2024-25 Before and After School Program Fees			<p>Moore shared statistics of numbers of students and the monthly charges that are garnered by the program. The potential change that we want to analyze needs more information from the current and expected budgets.</p> <p>Young requested that the information be shared prior to the next meeting to provide updated 23-24 and projected 24-25 expenses.</p>
2024-25 WI School Nutrition Purchasing Cooperative Agreement			<p>Still waiting for this agreement.</p>
2024-25 Insurance			<p>Glasbrenner outlined a meeting with M3. Two companies bid for River Valley (Quartz and Dean). The projected premium cost increase from each company was Quartz at 11.9% and Dean at a maximum of 6%. Consensus was to stay with Quartz and increase the deductible to \$2,500 single/\$5,000 family and decrease the district HSA amount.</p> <p>Administration will survey staff.</p>
2024-25 Health Savings Account (HSA) Contribution Amounts			<p>Consensus was to stay with Quartz and increase the deductible and decrease the district HSA contribution to \$1,250 single/\$2,500 family.</p> <p>Administration will survey staff.</p>
2024-25 Flexible Spending Accounts			<p>No changes.</p> <p>Remain with status quo for 2024-25.</p>
Discuss Comparable Districts Regarding Hourly Employees			<p>Glasbrenner distributed comparables around CESA 3 in regards to support staff hourly wages.</p>
2024-2025 Employee Wages	Young	Maier	<p>Committee recommendation for full Board was as follows:</p> <ul style="list-style-type: none"> - RVEA base wage and current salaries increase by 4.1% - RVEST base wage and current salaries increase by 10%

			<ul style="list-style-type: none"> - Non-Union hourly employees current salaries increase by 10% (3 district office administrative assistants) - Non-Union salaried employees current salaries increase by 4.1% - Administrators (information/discussion forthcoming) - Athletic/Activity Schedules base wage increase by 4.1%
Employee Handbook Language	Young	Maier	<p>Committee recommendation for full Board was as follows:</p> <ul style="list-style-type: none"> - Resignation/Retirement - new language for any employee to submit his/her resignation in writing; new language for any teacher that gives written notice on the 1st of the month (January, February, March, April) of his/her planned resignation or retirement will receive a \$250 stipend for each month, starting with the month of notice, for a maximum of 4 months (\$1,000). - Fair Labor Standards Act - language revisions as provided by general counsel
Correlation to Strategic Plan			<p><i>Responsibly manage operations and finances during a time of significant transition, focusing on student achievement and engagement as the top priority, and on maintaining comprehensive educational programming and moderate class sizes.</i></p> <ol style="list-style-type: none"> 1. Remain competitive on teacher and other staff pay, benefits, and support. 2. Reward teachers and other staff who demonstrate growth, development, and long-term commitment. 4. Correlate District staffing to student enrollment numbers, student interests, and goals to maintain comprehensive educational programming and moderate class sizes.
Adjourn			
Next meeting	Maier	Gauger	7:15 pm
Agenda Items for next meeting?			Next meeting date - May 13, 2024