

**RICE LAKE AREA SCHOOL DISTRICT
BOE COMPENSATION COMMITTEE**

Thursday, May 20, 2021

5:30 PM - Meeting

MINUTES

- I. **Call to Order:** The meeting was called to order at 5:30 p.m.

- II. **Participants:** Present: Bert Richard, Steve Bowman, Keven Jensen, and Sarah Turner
Absent: None.
Others Present: Patrick Blackaller, Randy Drost

- III. **Statement of Notice Given Pursuant to Wisconsin Statutes 19.84:** Communications and public notice of the meeting, as required by Section 19.84 of the Wisconsin Statutes, had been properly given by Pat Blackaller.

- IV. **Approval of minutes from the March 29, 2021 Meeting:** Keven Jensen and Bert Richard motioned to approve the March 29, 2021 BOE Compensation Committee meeting minutes. All present voting yes. Motion approved.

- V. **Employee Handbook:**
 - a. The committee discussed and is recommending enacting the language that was suspended for the 2020-2021 school year.

 - b. The committee reviewed a proposal from the Handbook Committee regarding vacation time for 12-month support staff.

Current vacation schedule:
 - Upon hire, the employee receives 1 week per year.
 - After completion of 2 years, the employee receives 2 weeks per year.
 - After completion of 7 years, the employee receives 3 weeks per year.
 - After completion of 15 years, the employee receives 4 weeks per year.
The committee is recommending the 7 years and 15 years of service requirement to receive 3 and 4 weeks of vacation be changed to 5 years and 10 years.

 - c. The committee received a proposal from the Handbook Committee regarding payment for unused days once an employee has maxed out their sick bank. The committee is recommending adding a provision for employees who max out their sick bank totals to be reimbursed \$100/day for a maximum of five days for employees who have days above and beyond the sick bank total.

- VI. **Teacher Compensation:** The committee discussed the current compensation program, as well ideas brought before the committee. The committee will discuss these again at their next meeting.

- VII. **Support Staff Compensation:** Tabled until the next meeting.
- VIII. **Contracted Staff Compensation:** Tabled until the next meeting.
- IX. **Board Member Compensation:** The committee discussed board member compensation. The group discussed the possibility of adding an annual stipend amount to the per meeting payment.
- X. **Co-Curricular Compensation/Points:** The committee reviewed the current non-athletic coach and advisor positions at the Middle School and High School, including the points and pay associated with the positions. The committee suggested further review of this by administration.
- XI. **Summer School Compensation:**
- a. Committee members discussed various points and aspects related to summer school pay.
 - b. The committee is recommending keeping the current \$26.60/hour for summer academy courses.
 - c. The committee is recommending a rate of \$35/hour for required courses (see attachment). The increased funding will be paid with ESSER funds and will be re-evaluated for 2022.
- XII. **Other:** None.
- XIII. **Next Meeting Date:** Monday, June 14, 2021 at 5:30 p.m.
- XIV. **Adjournment:** Keven Jensen and Steve Bowman motioned to adjourn the meeting. All present voting yes. The meeting adjourned at 7:10 p.m.

Minutes submitted by Randy Drost.

Summer Pay Proposal

Issue:

Consistent criteria and communication of pay for staff members providing instruction during the summer months.

Enrichment: Pay is calculated using the \$40,000 teacher base pay (\$26.60/ hour)

- Summer Academy Courses (Permissive Summer School, students not required to attend)
- Includes summer speed and agility/weight room pay. The pay during the school year for weight room supervision has already been set at \$15.00/hour.

Required: Recommend pay at \$35/ hour for the summer of 2021.

This will be evaluated prior to 2022

ESSER Funds will be used to cover the costs associated with these areas.

- **Extended School Year** - district is required to provide as stated in IEP
- **Additional Services due to extended school closure**--required by DPI for students with IEP who are entitled.
- **Compensatory Educational Services**--District required to provide special education services for students with IEP in which the team determines it is necessary when students missed required instruction due to COVID-19.
- **Credit Recovery** - Students are required to pass this class and earn the credit for graduation
- **Middle School** - At-Risk services for students to be promoted to the next grade level

Justification: Teachers in the "Required" category are performing either regular teaching duties, such as specialized instruction, intervention, progress monitoring, etc., as during the school year, or are providing intensive teaching to students most at risk, often with multiple risk factors. These students are farthest from the benchmark and require the most intensive services in order to make progress and be promoted to the next grade level.

It is important for staff members for staff members who provide instruction during the summer to have the criteria used for determining summer pay in these two categories so they can make informed decisions and administrators can plan accordingly.