

JOHNSON CREEK SCHOOL DISTRICT
PERSONNEL COMMITTEE MEETING MINUTES
Monday, June 4, 2018
District Office
5:30 p.m.

Chair Duane Draeger called the meeting to order.

Members Present: Duane Draeger, Mark Siewert, June Kolaske, President Rick Wensch and Superintendent Michael Garvey

Also Present: Principal Neil O'Connell, Heidi Hartz and Carol O'Neil.

Dr. Garvey verified that the meeting was properly posted pursuant to s.s. 19.84(1) Wis. Statutes

Motion by Kolaske/Wensch to adopt the agenda as posted. Motion Carried.

Dr. Garvey and Mr. O'Connell presented the Administrative Team's recommendation for merit pay.

Motion by Wensch/Siewert to recommend that the Board award Merit pay to 26 teachers and 8 support staff and award \$250 of additional compensation to Mrs. Moke for her assuming other duties in the absence of another staff member. Motion Carried.

Mr. O'Connell presented ideas for discussion pertaining to changing some of the extracurricular positions and their compensation.

Motion by Kolaske/Wensch to recommend that the Board adopt a revised position of 9-12 Advisors and reduce the pay to \$200 paid to each advisor on the November 5th payroll and offer an additional \$50 per Senior Class Advisor upon completing duties related to graduation on the June 20th payroll. If approved, the change would appear in the 2018-19 employee handbook. Motion Carried.

Motion by Siewert/Wensch to recommend that the Board creates a Pep Band Advisor which in total would be paid at 4.5% of the extracurricular salary schedule. This position could be divided between individuals, but would expect that the pep band play at all Varsity home football, volleyball, boys' and girls' basketball, and wrestling games/meets. Motion Carried.

Motion by Siewert/Kolaske to recommend that the Board revise the extracurricular pay section of the employee handbook to reflect a change from Drama to Theatre with the position of tech director and choreographer be added (with a \$400 stipend) and that the Drama Director position be split into a Director and Vocal Director with a 3.5% pay level being assigned. Motion carried.

Motion by Siewert/Kolaske to recommend that the Board revise the extracurricular pay section of the employee handbook to add the MS Robotics advisor position with a \$500 annual stipend. Motion Carried.

The Committee discussed proposed changes to the compensation and benefits for the transportation staff.

Motion by Wrensch/Siewert to recommend to the Board that the transportation staff be moved from a route basis to an hourly basis for all driving and that current drivers would receive \$19/hour beginning in the fall of 2018 and new drivers would receive \$18/hour. Motion Carried.

The Committee will address at a future meeting adding recruitment bonuses, training bonuses, accident free driving bonuses, etc.

Dr. Garvey requested additional maintenance staff and it was suggested by Mrs. Kolaske and Dr. Garvey that the District could have those staff members also drive buses. He will work with Buildings and Grounds Director Dan Fischer to create the position descriptions.

Dr. Garvey will provide a summary of the handbook changes to the Board once he has compiled a summary.

Dr. Garvey shared that the administrative team expects to hire one or two kindergarten teachers based upon elementary numbers. The District will also be looking to replace a special education teacher for the middle school because a current teacher is expected to resign. The District is hoping to hire a fulltime school social worker, but may need to settle for less than fulltime.

The Committee discussed a request from Brett Perucco to consider adjusting his compensation and length of contract. The Committee shared a maximum compensation amount that they could support with Dr. Garvey. Dr. Garvey will meet with Mr. Perucco.

The Committee reviewed compensation contract language which Dr. Garvey was recommending for Melissa Enger and Stacy Pustina. They also reviewed memorandums of understanding concerning the tuition which will be part of their professional development.

Motion by Siewert/Wrensch to recommend that the Board approve a annual \$76,000 salary for both Mrs. Enger as Elementary Supervisor, and Mrs. Pustina as Special Education Supervisor/School Psychologist and to approve their memorandums of understanding. Motion carried.

Motion by Siewert/Kolaske to adjourn. Motion Carried.

Respectfully Submitted,

Michael P. Garvey
Superintendent