

Negotiations Committee Meeting
June 1, 2016
5:30 pm

MINUTES

Meeting was called to order at 5:30 pm. Members in attendance were Matt Johnson, Kim Bernstein, Jeremy Kittleson, and Jason Kersten.

1. Non-Certified Staff Salary Adjustment – The Committee reviewed the increases for the non-certified staff. A recommendation was made by the Committee to be forwarded to the full Board for consideration.

The meeting was adjourned at 6:40 pm.

2016-2017 Non-Certified Staff Salary Adjustment Recommendations

Bus Drivers—Bus drivers currently make \$1,400 per month and \$0.10 per mile. They receive PERS Retirement. They are also offered a one half single health insurance policy. This is on a use or lose basis. Last year, the bus drivers received a \$145 per month increase and the per mile amount remained at \$0.10. We are having a heck of time finding route drivers. In looking at what other schools are paying, it is recommend leaving the per mile amount at \$0.10 and increase the amount per month by \$150. This would be approximately a 9.7% increase. The 2016-17 salary would be \$1,550 per month plus \$0.10 per mile.

Transportation Supervisor—Mr. Lemke is currently receiving \$41,820 or \$20.11 per hour. Last year, he received a \$1,650 increase. He receives PERS Retirement and a single health insurance policy. He has a 12 month contract and is basically on call anytime the district has a bus on the road.

Another item to take under consideration is the Federal labor change taking effect on December 1, 2016 in respect to overtime. Salaried employees making less than \$47,476 per year will be subject to collect overtime hours.

Two possible recommendations are proposed. The first would be recommending an hourly wage of \$20.75 (\$0.64 increase). This is approximately a 3.1% increase. This recommendation would then be subject to overtime hours. The second recommendation would be to move the salary to \$47,500 (\$5,680 increase). This is approximately a 12.0% increase. This increase would take paying overtime out of the equation. The Negotiation Committee is recommending an hourly wage of \$20.75 per hour.

Head Custodian—Mr. Acheson is currently receiving \$43,827 or \$21.07 per hour. Last year, he received a \$1,700 increase. He receives PERS Retirement and a single health insurance policy. He is on a 12 month contract and is basically on call at all times. This is especially true in the winter months for the boiler and snow removal.

Another item to take under consideration is the Federal labor change taking effect on December 1, 2016 in respect to overtime. Salaried employees making less than \$47,476 per year will be subject to collect overtime hours.

Two possible recommendations are proposed. The first would be recommending an hourly wage of \$21.75 (\$0.68 increase). This is approximately a 3.1% increase. This recommendation would then be subject to overtime hours. The second recommendation would be to move the salary to \$49,500 (\$5,673 increase). This is approximately an 11.5% increase. This increase would take paying overtime out of the equation. The Negotiation Committee is recommending an hourly wage of \$21.75 per hour.

Athletic Director—Mr. Hoff is currently receiving \$8,700. Last year, he received a \$450 increase. His duties include doing all the scheduling for the sports, being present at home activities, attending district and regional contests. He also is responsible for holding coaches meetings and has been attending parent meetings. It is recommended to increase the salary by \$300 per year. This is approximately a 3.3% increase. Mr. Hoff's 2016-17 AD Salary would be \$9,000.

Business Manager—Mrs. Nelson is currently receiving \$65,150. Last year, she received a \$3,400 increase. She receives PERS Retirement and a single health insurance policy. It is recommended to increase the salary by \$2,250 per year. This is approximately a 3.3% increase. Mrs. Nelson's 2016-17 salary would be \$67,400.

Hourly—This includes the para's, cooks, secretaries, and custodians. The hourly employee's received a \$1.00 increase last year. We currently have a salary schedule for the hourly employee's. There are five levels and the salary schedule works like the teachers schedule. The base pay for the levels is as follows:

Level 1	\$11.25
Level 2	\$11.50
Level 3	\$11.75
Level 4	\$12.50
Level 5	\$13.25

Minimum wage is currently at \$7.25.

The position a person holds or the type of student a para may work with determines the level each individual is placed. Each of these individuals receives PERS and single health insurance is offered. It is recommended to increase the wage by \$0.75 per hour. This is approximately a 6.31% to 5.4% increase depending on where a person is located on the pay schedule.

Technology Coordinator—Mr. Backman is currently receiving \$52,680. Last year, he received a \$1,680 increase. He receives PERS Retirement and a single health insurance policy. He is on an 11 month contract. It is recommended to increase the salary by \$1,600 per year. This is approximately a 3.0% increase. Mr. Backman's 2016-17 salary would be \$54,280.

Elementary Principal—Mr. Palmer is currently making \$85,250. Last year, he received a \$4,500 increase. He receives TFFR and a single health insurance policy. He just completed his third year in our system. It is recommended to increase the salary by \$2,950 per year. This is approximately a 3.4% increase. Mr. Palmer's 2016-17 salary would be \$88,200.

Secondary Principal—Mr. Bickford is currently receiving \$83,750. Last year, he received a \$4,500 increase. He receives TFFR and a single health insurance policy. He just completed his second year in our system. It is recommended to increase the salary by \$2,950 per year. This is approximately a 3.4% increase. Mr. Bickford's 2016-17 salary would be \$86,700.

Superintendent—Mr. Kersten is currently receiving \$102,500 and a family health insurance policy. Last year, the district continued to pay the family health insurance policy and increased the salary by \$4,500. The Newburg United School District pays 20% of the salary and benefits. The estimated family health insurance increase is \$1,591.88, based on an 8% increase. The recommendation is to continue to pay the family health insurance and increase the salary \$3,000 per year. This would be approximately a 2.8% increase. Mr. Kersten's 2016-17 salary would be \$105,500.

PERS Retirement - The PERS retirement contribution is 15.26%. The district is responsible for 8.26% and the employee is responsible for the other 7% of the contribution.