

**School District of River Falls  
Personnel Committee Meeting**

Monday, May 11, 2020 - 6:00 PM

District Office

852 E Division Street

River Falls, Wisconsin 54022

Educational Program Committee members: Alan Tuchtenhagen (Chair), Lindsey Curtis, & Cindy Holbrook

Agendas can be viewed at <https://www.rfsd.k12.wi.us/district/school-board.cfm> or at

<https://meetings.boardbook.org/Public/Organization/1447>

**1. Call to Order -- 6:00 PM -- District Office Conference Room**

**2. Manner of Public Notification of Meeting**

**3. Approve letters of appointment to support staff**

**Description: Background:** Per Section III.2.2.1 Letters of Appointment. The district will issue a letter of appointment before the last student contact day for the school year to support staff expected to be needed for the 2020-21 school year.

**Recommended Action:** Approve sending letters of intent to support staff positions.

**4. Certified staffing update**

**Description: Background:** The committee will discuss the recruitment, selection, and hiring timeline for upcoming certified staff openings.

**Recommended Action:** None, informational only.

**5. Short-term substitute teacher and paraprofessional staffing plan**

**Description: Background:** The administrative team will share adjustments to the substitute-staffing plan for the 2020-21 school year.

**Recommended Action:** None, Information only.

**6. Approve collective bargaining agreement with teacher group**

**Description: Background:** The Negotiations committee is recommending the approval of the 2020-21 Teacher Collective Bargaining Agreement. The offer includes a 1.50% base wage increase. Teachers who complete compensation model requirements will earn, on average, a 3.88% increase.

**Recommended Action:** Approve 2020-21 Teacher Collective Bargaining Agreement as presented.

**7. Determine Potential Future Agenda Items**

**Description: Background:** Discussion regarding potential future agenda items to be included on upcoming meeting agendas.

**Recommended Action:** Determine future agenda items as needed.

**8. Recommend Next Personnel Committee Meeting Date**

**Description: Suggestion:** Monday, June 8, 2020 at 6:00 PM in the District Office Conference Room, 852 E Division Street (or virtually).

**9. Request for anticipated executive session pursuant to Wisconsin § 19.85(1)(e) (roll call vote required) for the purpose of discussing administrator evaluations**

**10. Convene to Executive Session**

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6

15

**CERTIFIED STAFF HIRES**

LOCATION	DEPT.	POSITION	APPLICANTS	INTERVIEW	REPLACES	REASON	NEW EMPLOYEE	NOTES
MMS	SPED	ID-SPED	6	2/20	KIM LUDWIKOSKI	RESIGNATION	ANN BEHNKE	
WS	REG	3RD GRADE (0.5 FTE)	11	2/12	ASHLEY BOATMAN	RESIGNATION	CASSIE MUNOZ	
WS	SPED	CC-SPED	5	2/20	*KRISTY WICKBOLDT	TRANSFER	BETHANY CEGIELSKI	<i>*TRANSFERRED TO 1ST GRADE WS (MARY ANDERSEN RETIREMENT)</i>
RB	SPED	RF4C-SPED	-	-	-	NEW POSITION	*MARA SHEPARD	<i>*INCREASED FROM 0.5 FTE to 1.0 FTE</i>
MMS	REG	PHYSICAL EDUCATION	28	3/12	JONI HERUM	RETIREMENT	STEPHANIE NELSON	
MMS	REG	ENGLISH-LANG. ARTS	15	3/17	DEB KELLER	RETIREMENT	NICOLE RESCH	
RB	SPED	EBD-SPED	7	3/20	LOIS MARTIN	RETIREMENT	CAROLYNE PELLIGRINI	
WS	SPED	SCHOOL PSYCH	6	4/3	*ANDREA GANSKE	TRANSFER	JOSEPH HAMES	<i>*TRANSFERRED TO GW SCHOOL PSYCH (NICOLE DETLAFF RESIGNATION)</i>
MMS	REG	ELA TEACHER	11	4/14	*PETER VITT	TRANSFER	CHARLIE YANG	<i>*TRANSFERRED TO 8TH GRADE LITERACY (NEW POSITION)</i>
HS	REG	ENGLISH	14	4/16	JEAN MOELTER	RETIREMENT	ANGELA HAUGLAND	<i>*POSITION INCREASED FROM 0.27 FTE to 1.0 FTE</i>
HS	REG	SCIENCE	17	4/16	-	NEW POSITION	JACOB LEMKE	
HS	REG	COUNSELOR	15	4/15	SARAH JOHNSON	RESIGNATION	WHITNEY SUTTON	
DIST	REG	ENGLISH LANGUAGE	5	4/21	-	NEW POSITION	DREW ROHL	<i>0.5 FTE</i>
DIST	REG	GIFTED-TALENTED TEACHER	5	4/21	-	NEW POSITION	DREW ROHL	<i>0.5 FTE</i>
DIST	REG	SCHOOL SOCIAL WORKER	7	4/23	-	NEW POSITION	ANGELA SCOTT	
HS	REG	MATH	5	4/28	*SARAH CORNELL	TRANSFER	BRIANA BARTZ	<i>*TRANSFERRED TO HS EBD SPED (DAWN HAUSCHILD TRANSFER TO MMS EBD-SPED TO REPLACE AMANDA BISHOP RESIGNATION)</i>

HS/RFPME	REG	LIBRARY MEDIA SPECIALIST	10	4/24	CHERYL HOFFMAN	RETIREMENT	MARY MILLER	
<b>CERTIFIED STAFF POSITIONS--INTERVIEW PHASE</b>								
<b>LOCATION</b>	<b>DEPT.</b>	<b>POSITION</b>	<b>APPLICANTS</b>	<b>INTERVIEW</b>	<b>REPLACES</b>	<b>REASON</b>	<b>NOTES</b>	
MMS	REG	CHOIR	12	5/7	KATELYN PETERSON	RESIGNATION		
RB	REG	1ST GRADE	52	TBD	SAM PORTEN	RESIGNATION	<i>*POSTED AS 2ND GRADE BECAUSE OF BUBLE CLASS</i>	
<b>CERTIFIED STAFF POSITIONS--CURRENTLY POSTED</b>								
<b>LOCATION</b>	<b>DEPT.</b>	<b>POSITION</b>	<b>CLOSING</b>	<b>REPLACES</b>	<b>REASON</b>	<b>NOTES</b>		
RFPME	SPED	CC-SPED	5/15	-	NEW POSITION	0.5 FTE	REPOST ON 4/18	
HS	REG	TECH ED	5/15	-	NEW POSITION		REPOSTED ON 4/18	
RFPME	REG	COUNSELOR	5/15	KAYDEN SCHUMACHER	RESIGNATION			
MMS	SPED	LD-SPED	5/20	CHRIS HARMON	RESIGNATION			
<i>RB</i>	<i>REG</i>	<i>LITERACY COACH</i>	<i>4/17</i>	<i>-</i>	<i>NEW POSITION</i>		<i>SUSPENDED</i>	

RETENTION ANALYSIS: REASON				TOTAL		TEACHERS		ADMIN		
YEAR	RETIREMENT	RESIGNATION	NEW	TOTAL	RESIGNATION	R/R	RESIGNATION	R/R	RESIGNATION	R/R
2018	12	15	5	32	6.20%	11.16%	6.11%	10.92%	7.69%	15.38%
2019	10	12	9.5	31.5	4.90%	8.98%	5.17%	9.05%	0.00%	7.69%
2020	5.32	8.5	7.68	21.5	3.34%	5.42%	3.54%	5.76%	0.00%	0.00%

*\*FTE ADJUSTMENTS ARE NOT NOTED*

**RETENTION ANALYSIS: DEPARTMENT/LOCATION (ALL CHANGES)**

YEAR	SPED	HS/REN	MMS	WS	RFPME	GW	RB	DISTRICT	TOTAL
2010-2018 AVE.	5.89	5	3.67	1.78	1.67	1.11	1.78	2	22.9
2018	11	9.5	2.5	2	0	1	4	2	32
2019	8	8	8.5	0	1	2	3	1	31.5
2020	7	5	4	1.5	1	0	1	2	21.5

*\*FTE ADJUSTMENTS ARE NOT NOTED \*TRANSFER BETWEEN ONLY NOTED WITH EMPLOYEE LEAVING*

**RETENTION ANALYSIS: DEPARTMENT/LOCATION (RETIREMENT/RESIGNATION)**

YEAR	SPED	HS/REN	MMS	WS	RFPME	GW	RB	DISTRICT	TOTAL
2018	4/6	1.5/7	1.5/0	1/0	0	1/0	2/1	1/1	12/15
2019	1/5	2/3.5	3/2.5	0	0	1/0	3/0	0/1	10/12
2020	1/4	1.322/1	2/1	1/0.5	0/1	0	0/1	0	5.32/8.5

*\*FTE ADJUSTMENTS ARE NOT NOTED*

**ATTRACTING ANALYSIS: TOTAL APPLICANTS**

YEAR	TOTAL CERTIFIED STAFF	TEACHER	ADMIN	AVE. APPLICANTS
2010-2018 AVE.	22.89	21.67	1.22	27.71
2018	32	30	2	15.69
2019	33	*31	2	19.15
2020	21.5	21.5	0	12.83

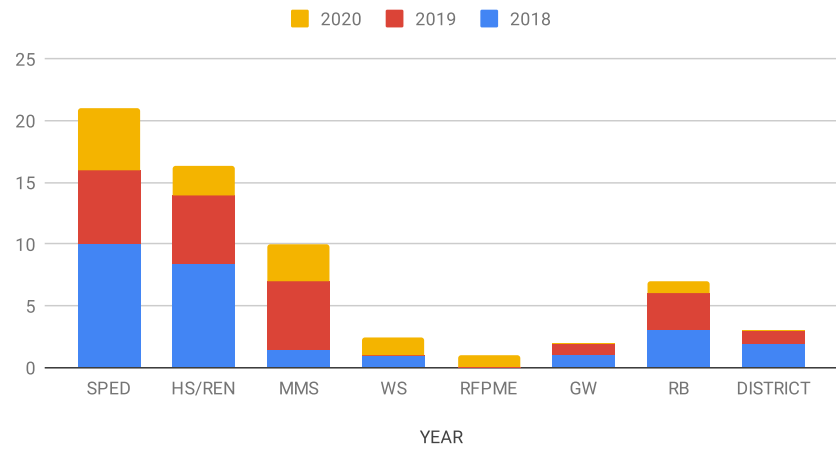
*\*FTE ADJUSTMENTS ARE NOT NOTED, INCLUDES THREE 0.5 FTE POSTINGS*

**RETENTION ANALYSIS: DEPARTMENT/LOCATION (RETIREMENT/RESIGNATION)**

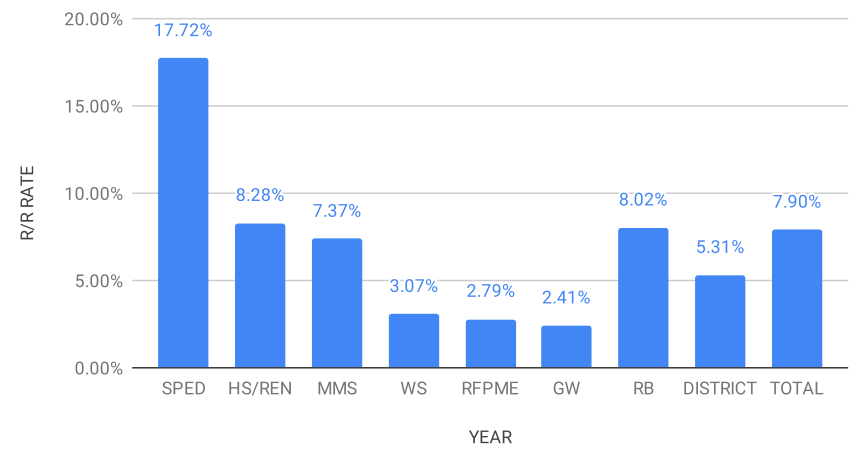
YEAR	SPED	HS/REN	MMS	WS	RFPME	GW	RB	DISTRICT	TOTAL
2018	10	8.5	1.5	1	0	1	3	2	27
2019	6	5.5	5.5	0	0	1	3	1	22
2020	5	2.322	3	1.5	1	0	1	0	13.822

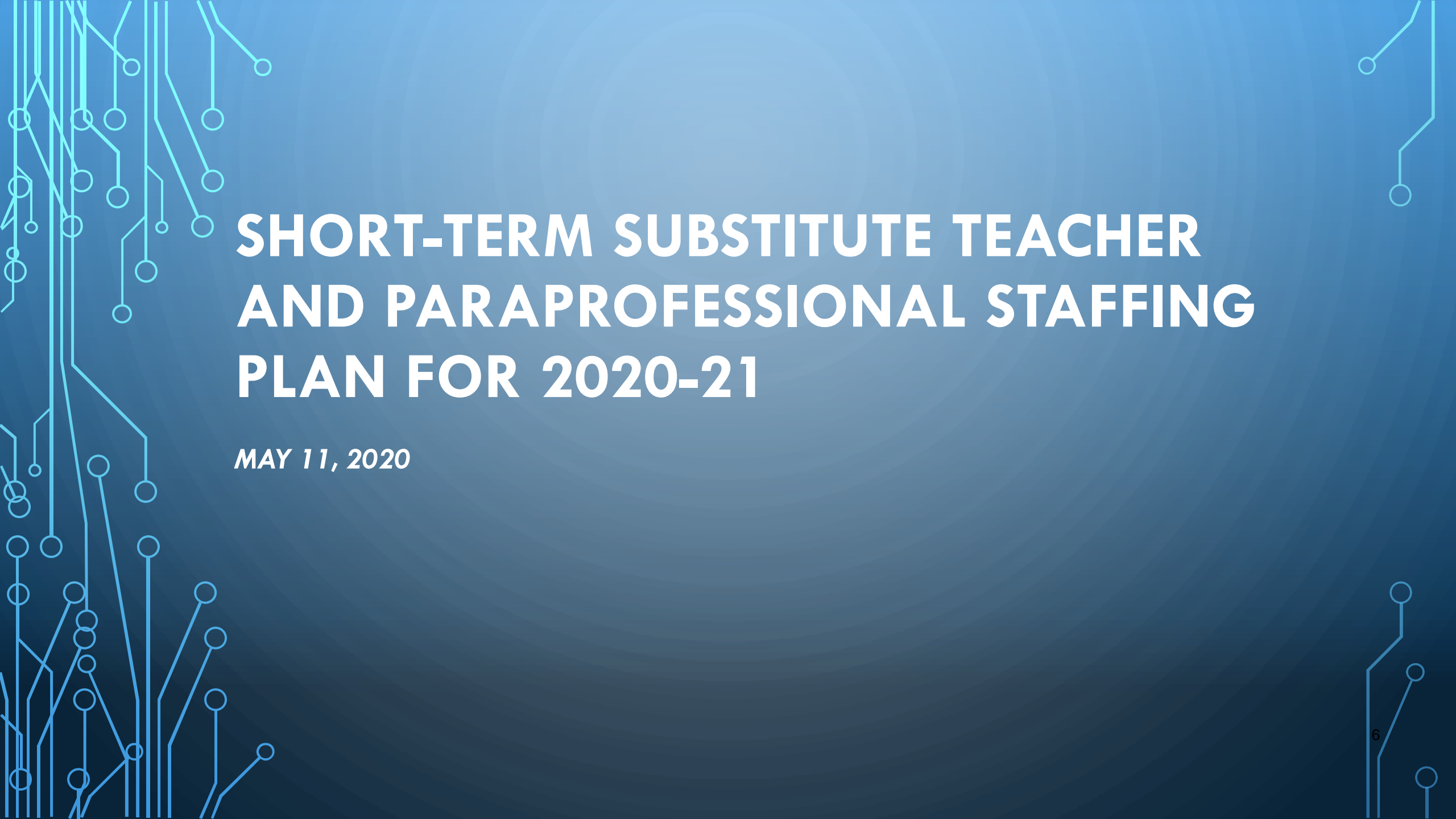
*\*FTE ADJUSTMENTS ARE NOT NOTED*

2018, 2019 and 2020



R/R RATE SINCE 2018



A decorative background featuring a light blue gradient with a subtle circular pattern. Overlaid on this are stylized circuit board traces in a slightly darker blue, consisting of vertical and horizontal lines with small circles at the ends, resembling a PCB layout. These traces are most prominent on the left and right sides of the page.

# **SHORT-TERM SUBSTITUTE TEACHER AND PARAPROFESSIONAL STAFFING PLAN FOR 2020-21**

*MAY 11, 2020*

# PROBLEM: NATIONAL, STATE, AND LOCAL SUBSTITUTE TEACHER AND PARAPROFESSIONAL SHORTAGE

- National: [Dealing with the Substitute Teacher Shortage](#)
- State: Substitute Shortage in WI School Districts
- River Falls: Unique challenges/opportunities
  - Challenges: Retiree benefit limits our pool, regional competitiveness
  - Opportunities: Substitute satisfaction, local university

# STRATEGIES IMPLEMENTED SINCE 2018

- Contracted with Teachers on Call for substitute staffing for 2018-19 and 2019-20 school years.
- Hired a permanent floating SPED Paraprofessional
- Increased teacher daily rate from \$110 to \$115
- Increased special education paraprofessional hourly rate from \$13.57 to \$15.05
- Rewarded staff who do not use sick days (\$60 pay out per day after maxing out sick days)
- Marketing in/out of school community
- Training programs for substitutes.

# FILL RATE

- OVERALL

- 17-18: 93% (1.4 unfilled assignments per day)
- 18-19: 90% (2.1 unfilled assignments per day)
- 19-20: 89% through January (2.2 unfilled positions per day)

# TEACHER/PARAPROFESSIONAL SUBSTITUTE POOL

- Since 9/2018
  - 12 substitutes worked more than 100 days
  - 18 substitutes worked 50-99 days
  - 17 substitutes worked 25-49 days
  - 57 substitutes worked 1-24 days.

# RECOMMENDED ACTION FOR 2020-21

- End relationship with Teachers on Call
- Use Express Pros Temp Agency for only retirees, hire all other substitutes as RFSD employees.
- Increase the wage rates for guest teachers (\$5-10 per day)
- Hire district paraprofessional to monitor unfilled positions from 5:30-7:30 each morning (2 hours, 175 days).
- Limit professional development opportunities that necessitate the use of a substitute, especially on Mondays and Fridays

# PRIMARY OBJECTIVES

- Continue to allow retirees to substitute teach without risking access to district retirement benefit.
- Increase regional competitiveness.
- Support building administrators and secretaries who scramble to cover unfilled positions.
- Decrease the amount of absences due to professional development.
- Decrease the need for 'mod-subbing'.

# WHAT IS THE COST IMPACT?

- District savings for ending relationship with TOC: \$36,000 (estimate)
- New District Expenses
  - Absence Management Fee: \$11,500
  - Increase in Teacher Rate by \$5-\$10 per day: \$9,000-\$18,000
  - Morning Secretary Support: \$6,500

# TIMELINE FOR IMPLEMENTATION

- 5-11-20 Board of Education Update
- 5-31-20
  - Agreement with Express Pros to contract retirees
  - Contact all substitutes by phone and/or email
- 8-25-20 Organize expedited mass substitute hire meetings
  - Applicants complete required paperwork, trainings, and orientation in a group setting.
  - Former employees will not have to complete health screen.

**Initial Proposal For A  
2020-2021  
Collective Bargaining Agreement  
Between  
The WEAC Region 1 River Falls Teachers  
And  
The School District of River Falls**

**PREAMBLE**

This is an agreement, made and entered into between the School District of River Falls (hereinafter referred to as the “Board” or “Employer” and the Wisconsin Education Association Council Region 1 River Falls Teachers (hereinafter referred to as the “Association”) for the purpose of establishing a contract under Section 111.70, Wisconsin Statutes.

**ARTICLE I – RECOGNITION**

The Board hereby recognizes the Association as the sole bargaining representative on compensation for all full-time and regular part-time professional employees employed by the River Falls School District, including but not limited to guidance counselors, reading coordinator, school psychologist, teacher of the hearing impaired and school nurses but excluding administrators and supervisory personnel, teacher aides, clerical employees and uncertified support staff as certified by the Wisconsin Employment Relations Commission (Case ID: 457.0000, Case Type: E\_ME, DECISION NO. 35783-A).

**ARTICLE II – COMPENSATION**

See Attached as Appendix A

**ARTICLE III – SAVINGS CLAUSE**

If any Article or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or part should be restrained by such tribunal, the remainder of the Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or part.

**ARTICLE IV – DURATION**

Term: This Agreement shall be in full force and effect from July 1, 2020, through June 30, 2021. This Agreement shall be binding on the parties who are signatories thereto.

FOR THE BOARD OF EDUCATION

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President

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Clerk

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Chairperson, Personnel

FOR THE WEAC REGION 1

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President

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Unit Director

Appendix A  
Base Wage Proposal  
Of  
WEAC Region 1 River Falls Teachers  
To  
The School District of River Falls  
April 21, 2020

1. Salaries shall be increased by \$300-\$600 per cell, resulting in a 1.50% base wage increase (see attached salary schedule).

**BACHELORS SALARY SCHEDULE**

<b>TIER 1:</b>						
<b>Levels</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>2020-21 Salary</b>	<u>\$40,670</u>	<u>\$41,900</u>	<u>\$43,130</u>	<u>\$44,360</u>	<u>\$45,590</u>	<u>\$46,820</u>

<b>TIER 2:</b>							
<b>Levels</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>2020-21 Salary</b>	<u>\$48,922</u>	<u>\$50,222</u>	<u>\$51,522</u>	<u>\$52,822</u>	<u>\$54,122</u>	<u>\$55,422</u>	<u>\$56,722</u>

<b>TIER 3:</b>				
<b>Levels</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>2020-21 Salary</b>	<u>\$58,022</u>	<u>\$59,322</u>	<u>\$60,622</u>	<u>\$61,222</u>

**MASTERS SALARY SCHEDULE**

<b>TIER 1M:</b>						
<b>Levels</b>	<b>0M</b>	<b>1M</b>	<b>2M</b>	<b>3M</b>	<b>4M</b>	<b>5M</b>
<b>2020-21 Salary</b>	<u>\$42,670</u>	<u>\$43,900</u>	<u>\$45,130</u>	<u>\$46,360</u>	<u>\$47,590</u>	<u>\$48,820</u>

<b>TIER 2M:</b>							
<b>Levels</b>	<b>1M</b>	<b>2M</b>	<b>3M</b>	<b>4M</b>	<b>5M</b>	<b>6M</b>	<b>7M</b>
<b>2020-21 Salary</b>	<u>\$50,922</u>	<u>\$52,222</u>	<u>\$53,522</u>	<u>\$54,822</u>	<u>\$56,122</u>	<u>\$57,422</u>	<u>\$58,722</u>

<b>TIER 3:</b>														
<b>Levels</b>	<b>1M</b>	<b>2M</b>	<b>3M</b>	<b>4M</b>	<b>5M</b>	<b>6M</b>	<b>7M</b>	<b>8M</b>	<b>9M</b>	<b>11M</b>	<b>12M</b>	<b>13M</b>	<b>14M</b>	<b>15M</b>
<b>2020-21 Salary</b>	<u>\$60,222</u>	<u>\$61,522</u>	<u>\$62,822</u>	<u>\$64,122</u>	<u>\$65,422</u>	<u>\$66,722</u>	<u>\$68,022</u>	<u>\$69,322</u>	<u>\$70,622</u>	<u>\$71,922</u>	<u>\$73,222</u>	<u>\$74,522</u>	<u>\$75,822</u>	<u>\$76,522</u>





