

**St. Croix Central School District  
Wage and Benefit Committee Meeting Minutes  
Monday, October 18, 2021  
6:00 P.M. – SCC District Office  
915 Davis Street, Hammond**

**District Vision:** Be a district respected by others as a model of excellence in student achievement.

**District Mission:** To prepare our students with exceptional character, knowledge and skills to thrive in their changing world.

1. Call to Order – The meeting was called to order by Superintendent Tim Widiker at 6:01pm.
2. Roll Call – Board members present include: Jeff Redmon and Joshua Pettit. Also attending: Business Manager Jennifer Kleschold, Superintendent Tim Widiker, Bookkeeper Makayla Jahns, teachers: Chris Buckel, Susie Sankey, Amanda Langman, Alycia Benzer, Heather Jourdeans, Luke Fritsche, and David Linsmeyer.
3. Report of Meeting Notification – Superintendent Widiker reported that the meeting was properly noticed.
4. Core Agenda Items
  - a. Discussion on Future Compensation Packages for Teaching Staff – Nothing at this time.
5. Other – Superintendent Widiker presented the COVID leave days presentation as discussed at the Wage and Benefit meeting on September 27, 2021. Discussion was held regarding the current COVID case numbers within the District and how that is affecting staff coverage. Superintendent Widiker presented internal coverage figures from the October 20 pay period compared to the same pay period in 2020.
  - a. A question was posed regarding allowing medical leave time to be used for child care leaves. The Administrative team will discuss this option and report back to SCC staff on a decision.
  - b. A question was posed regarding transferring medical and personal leave time into PTO days. Discussion was held. The Administrative team will discuss this option in the future.

- c. A question was posed regarding going back to a 4-day per week schedule. Superintendent Widiker is unaware if there is a DPI waiver this year and will explore this option with the Administrative team given the findings from DPI.
  - d. A question was posed regarding employee's mental health and how to help the underlying problems and reduce stressors.
    - i. Switch from medical and personal leave time to PTO.
    - ii. Eliminate Educator Effectiveness for the year.
    - iii. Switch to a 4-day in person school week.
    - iv. Option to provide child-care through St. Croix Central Schools, other than the CARES program.
    - v. Allow for flex-time when covering other classrooms or doubling up.
    - vi. Flexible PD days with a virtual option.
    - vii. Collaboration with State representatives to provide insight and address the issues within rural school districts.
6. Adjournment – The meeting was adjourned at 6:56pm.
7. Jeff Redmon, School Board Clerk