

Handbook Negotiations Committee Meeting
Wednesday, March 23, 2022
Janet Matthes, Teresa Gander, Rich Jaynes, Doug Olsen, Sandy Malliet
3:30 pm

- Reviewed two models and the costing of those models as it relates to CPI.
- Reviewed the impacts on staff members
- Discussed the need to remain competitive on base pay
- Discussed the need to be competitive at longevity, right now a teacher who has 15 years of experience and a BA can get paid 5,000 more teaching at Viroqua.
- Discussed that new teachers no longer have a need to take continuing credits in order to renew their license. Thus does it make sense to reduce lanes at this time provided everyone does see a raise?
- It was felt that we should bring forward the 3 lane model to the union for consideration at the negotiations meeting on the 30th. Mr. Olsen has had preliminary discussions with union leadership on what this may look like.
- Discussed sustainability of a salary schedule change. Sustainability of any compensation model is dependent on state funding models. Mr. Olsen noted that if we are not competitive in salary, is it sustainable to have new teachers every year or perhaps even no certified teachers in certain positions? The committee discussed the highly competitive teaching market right now where demand is stripping supply of educators.