

**St. Croix Central School District
Wage and Benefit Committee Minutes
Monday, May 6, 2019
5:00 P.M. – SCC High School Lecture Hall
1751 Broadway 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 5:02 p.m.
2. Roll Call: Attendees included Directors Jeff Redmon, David Olsen and John Hueg, Superintendent Tim Widiker, Business Manager Jen Kleschold, Joshua John and Mark Biermann from First Financial and teaching staff.
3. Report of Meeting Notification: Superintendent Widiker reported that the meeting was properly noticed.
4. Core Agenda Items
 - a. Discussion on Future Compensation Packages - Business Manager Kleschold presented the proposed salary model for teaching staff.
 - i. Twelve districts were selected for benchmarking.
 - ii. A salary matrix was developed based on 110% of the average salary for benchmarked districts, years of service and includes a 2% cost of living index yearly for staff with Bachelor's Degrees and Master's Degrees.
 - iii. The committee discussed next steps.

The committee then listened to a presentation given by Joshua John and Mark Biermann from First Financial regarding an alternate benefit for the current District 403b contribution.
5. Other: Nothing at this time.
6. Adjournment: The meeting was adjourned at 6:24 p.m.

Jennifer Kleschold, Business Manager