

**River Hills Consortium
Meeting Minutes August 25, 2022**

Member Districts in Attendance:

AGWSR	Gladbrook-Reinbeck	Independence	Sumner-Fredericksburg
Cedar Falls	Grinnell-Newburg	Jesup	Tripoli
Dike-New Hartford	Grundy Center	Marshalltown	Wapsie Valley
Dunkerton	Hubbard-Radcliffe	North Tama	Waterloo
Eldora-New Providence	Hudson	South Tama County	Wavelry-Shell Rock

Others in attendance:

Michael Kalvig	Rod Ball	Kelsey Baker	Sam Miller
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Meeting was called to order by Cedar Falls at 1:00 p.m.

The meeting was held electronically due to the length of travel to the meeting site.

1. Approve agenda – Motion by Grundy Center to approve, 2nd by Hudson. Motion carried.
2. Approve support staff wage increase – Kalvig and Baker addressed hiring shortage for educational assistants at Central Rivers AEA. As of August 25, 2022, River Hills under staffed by 18 educational assistants, delaying intakes of new students due to staff ratios. In addition, Baker noted educational assistants and para educators' duties at local districts are not similar. 2022-23 ed assistant starting wage \$14.50/hr. In addition, returning staff received a \$1,000 retention bonus for 2022-23. A concerted effort to hire was noted by Baker to include expanding advertising beyond Teach Iowa, 5 recruitment special events after hours, utilized university and community partnerships, increased support, communication and paid training for Ed Assistants, allowed flexible arrangements and open-minded consideration of a larger pool of potential applicants. Due to shortage and job duties, Kalvig proposed 2 options specific to increasing the starting wage for ed assistants. 1) Increase all River Hills ed assistant wages to a minimum of \$17.00/hr, current staff cost increases \$72,245 or approx. \$803 per student or 2) \$18.00/hr current staff cost increases \$121,671 or approx. \$1,352 per student. Plus, longevity bonus 5-9 years base wage plus \$0.50, 10+ years base wage plus \$1.00. After discussion motion by Waterloo to approve a minimum base wage of \$17.00/hr plus longevity as presented in option 1, 2nd by Dike-New Hartford. Motion carried, with Hudson voting no.

Next meeting will be held in October 2022

Meeting adjourned at 1:37 p.m.