

**U.S.D. 404 Board of Education met in Special Session on Wednesday, September 14th
and conducted the following business:**

Judy Adams moved that the board go into executive session to discuss the board's intent to negotiate pursuant to the exception for employer-employee negotiations under KOMA for fourteen (14) minutes and the board will return to the open meeting at 7:30 a.m. Jennifer Edwards seconded; carried unanimously. The board retained Todd Berry.

Judy Adams moved that the board go into executive session to discuss the board's intent to negotiate pursuant to the exception for employer-employee negotiations under KOMA for five (05) minutes and the board will return to the open meeting at 7:36 a.m. Jennifer Edwards seconded; carried unanimously.

Judy Adams moved to approve the 2022-23 Negotiated Agreement as presented. Matt Darnaby seconded; carried unanimously.

Judy Adams moved that the board go into executive session to discuss the board's intent to negotiate pursuant to the exception for employer-employee negotiations under KOMA for five (05) minutes and the board will return to the open meeting at 7:45 a.m. Jennifer Edwards seconded; carried unanimously.

Matt Darnaby moved to approve a 2.3% salary increase for non-certified staff, administrators and supervisors. Kyle Anderson seconded; carried unanimously.

Judy Adams moved to approve the following:

In order to retain staff in light of the additional duties necessary to implement programs designed to limit learning loss and to create a safe learning environment, I make the motion that Riverton USD 404 pay a \$1750 one-time premium retention incentive payment to all certified personnel. The payment will be paid from Elementary and Secondary School Emergency Relief (ESSER) Funding and will be part of the November payroll. The payment is subject to the following stipulations:

- *Any employee that leaves the school district prior to February 1, 2023 will repay the district the full amount of the retention incentive (\$1750).*
- *Any employee that leaves the school district between February 1 and the end of the 2022-2023 school year will pay one-half of the retention incentive (\$875).*
- *Any penalty owed to the school district will be deducted from the employee's final check*

The Retention Incentive payment for non-certified staff will be determined at the October board meeting.

Jennifer Edwards seconded; carried unanimously.

Tim Wilson moved to adjourn the meeting at 7:50 a.m. Judy Adams seconded; carried unanimously.

Members present: Tim Wilson, Judy Adams, Kyle Anderson, Jennifer Edwards, Matt Darnaby and Gary Neal.

Members absent: Kristin Greer