

SWALLOW SCHOOL DISTRICT
W299 N5614 Highway E
Hartland, Wisconsin 53029

EMPLOYEE RELATIONS MEETING **May 6, 2013** **3:30 p.m.**

Present: Karen Trimble, John Fuhs, Bob Antholine, Melissa Thompson, Kristine Perugini, Doug Destache, Michele Whaley, and Joan Fritzler.

Also present were the following staff members: Nellie Fischer, Dianna Van Mullem, and Bonnie Sallmann

The Employee Relations Committee convened at 3:33 p.m.

DISCUSSION

- A. Staff Morale and Culture: The committee discussed plans to work through concerns raised by some staff and parents related to morale and our current culture. Some staff members are planning to get together Tuesday, May 7 to talk and the district is planning a dialogue facilitated by representatives from WEAC and CESA with all staff on Tuesday, May 14. All staff are encouraged to attend and participate to ensure understanding of all concerns, celebrations, and problem-solve together.

- B. Affordable Care Act and Health Insurance Renewal Options for 13-14: Administration shared the renewal rates and options received through the Health Insurance Coop. Each option was discussed and administration will be recommending a change to the prescription drug card benefit as a result of the feedback.

- C. Draft of Proposed Updates to Employee Handbook: The main handbook along with both the Teacher and Support Staff Addendums have been revised and edited. The revisions were presented to the committee for feedback and discussion. Additional information continues to come through the Wisconsin Association of School Boards with suggested additional revisions as the Affordable Care Act regulations are written. A first reading of changes will be brought to the May Board meeting for consideration.

- D. Staff Seminars Idea: Based on the feedback from the committee related to questions and concerns on the part of the staff, four areas for staff education have been identified: Affordable Care Act 101, Leave Benefits: Understanding and Accessing Them, Financial 101, and How to Minimize Out of Pocket Prescription Drug Costs. These offerings will be optional for staff and offered prior to the end of June.

- E. Our Future As A Committee: Tabled until the June meeting.

F. Other Business:

1. Student Calendar for the 2014-15 School Year: Discussion about the placement and length of Spring Break moving forward was had as each school district in the area is doing something a little different. Easter falls earlier beginning again with this school calendar and the question is whether to just declare the first week of April Spring Break from now forward. This will be discussed again at the next meeting.
2. June Meeting Date: The committee will next meet on June 3, 2013 at 4pm in the Library.

ADJOURNMENT

The Employee Relations Committee meeting was adjourned at 6:30 p.m.

Respectfully submitted,

Melissa Thompson
Superintendent

Approved: _____

_____, President

_____, Clerk