

**SWALLOW SCHOOL DISTRICT**  
**W299 N5614 Highway E**  
**Hartland, Wisconsin 53029**

**EMPLOYEE RELATIONS MEETING**

**April 8, 2014**

**4:00 p.m.**

Present: John Fuhs, Melissa Thompson, Kyle Moore, Joan Fritzler, Doug Destache, Kate Garman, Mike Hodel, Marge Mosey, and Kristine Perugini

Excused: John Quast

The Employee Relations Committee convened at 4:04 p.m.

**DISCUSSION**

- A. Discussion of Insurance Renewal Options for 14-15: Joan Fritzler provided a summary of the plan design changes and final renewal quote from UHC for health insurance obtained through the Waukesha County Area Schools Coop. The coop has also received quotes from other companies and the Coop Board will make a final determination as to which company to proceed with for health insurance at the end of April.

The committee discussed ways to continue to get the word out to participate in the biometric components of the Wellness Discount Schedule so the district can earn a discount on the district's renewal rate beyond the current quote.

Dental renewal rates have come in at a 3% increase and LTD/Life renewal rates have not been received as the renewal is 9/1/14. More information will be shared as it is available.

- B. Review Draft of Proposed Updates to Employee Handbook: The committee reviewed proposed updates to the Employee Handbook and provided feedback which will be shared with the full Board at the April Board meeting.
- C. Staff Convening in May: The committee was made aware that based again this Spring two outside facilitators have agreed to lead discussion with the whole staff about celebrations, areas in which to focus moving forward, and the creation of a plan to accomplish growth in areas of focus. The CORE team is assisting in the preparation for this event.
- D. Other Business: Doug Destache shared staff feedback about the amount of change and workload, and its impact on atmosphere. Discussion about the roots of and need for these changes and future staff development and opportunities for support in implementing these changes rounded out the conversation.

**ADJOURNMENT**

The Employee Relations Committee meeting was adjourned at 6:36 p.m.

Respectfully submitted,

Melissa Thompson  
Superintendent

Approved: \_\_\_\_\_

\_\_\_\_\_, President

\_\_\_\_\_, Clerk