

SWALLOW SCHOOL DISTRICT
W299 N5614 Highway E
Hartland, Wisconsin 53029

EMPLOYEE RELATIONS COMMITTEE MEETING April 20, 2016 3:30 p.m.

Present: Susie Polentini, Aaron Dentz, Kyle Moore, Kate Garman, Charisse Kroner, Sue Peterson, Marge Mosey, Jeremy Struss and Melissa Thompson

Also in Attendance: Lori Alvarez, Annie Bolin, Kayla Wayrynen, Laurie Calbaum, Kelly Cavaiani, Reese Smith, Rachel Crockford, Kyle O'Rourke, Krissy Perugini, Jackie Hagenow, Andrea Rice, Jeanne Hanson, Andrew Joseph, Lisa Davis, Doug Destache, Annie DiPietro, Chris Evans, Ashley Wolf, JoEllen Schuh, Barb Ryczek, Chris Mertins, Jenny Lindee, Emily Luck, Gretchen Nelson, Scott Morgan, Diane Olenchek, and Shelly Wertschnig.

The Employee Relations Meeting convened at 3:30p.m.

DISCUSSION

- A. **Lead Professional Staff in Pay Model Café Conversation Process:** Committee members lead teachers in a pay model conversation wherein compensation was defined and current elements of total compensation for teaching staff were explained, followed by an explanation as to why this committee feels the district needs to redesign the current pay model for teachers, followed by a participatory world café process to answer six questions about teacher pay. At the conclusion of answering the questions, those present prioritized the feedback most important to them with respect to the last two questions to guide future model development.

An open invitation to teachers interested in participating on the pay model design team was presented and those interested were asked to let Superintendent Melissa Thompson know by Monday, April 25. Next steps in the process were also presented and a description of future opportunities for feedback and review of any potential model designed and advanced for consideration were outlined.

- B. **Next Committee Meeting Date:** The committee will determine a next meeting date once those interested in participating on the pay model design team can also be consulted.

ADJOURNMENT

The Employee Relations Committee meeting was adjourned at 5:06p.m.

Respectfully submitted,

Melissa Thompson
Superintendent

Approved: _____

_____, President

_____, Clerk