

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

**EMPLOYEE RELATIONS COMMITTEE MEETING**      **February 24, 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

Excused: John Fuhs

The Employee Relations Meeting convened at 3:34pm.

**DISCUSSION**

- A. **Our Focus on People:** Committee members continued discussing the concept of redesigning the professional compensation model as a step towards establishing a flexible staffing model and what the process to explore this could look like. Before the next committee meeting committee members committed to preparing a listing of reasons why this change is needed, gaining feedback about the process recommendations shared over the past several meetings, and thinking about a timeline for this work. These items will be shared out at the next meeting.
- B. **Employee Handbook Review and Revision Process:** The process used to review and revise the handbook was discussed and a committee member raised concern for the liquidated damages amount for teachers. No other questions or concerns were raised.
- C. **Determination of Key Messages and Next Steps for Committee:** Committee members agreed to complete the aforementioned tasks associated with the professional compensation model redesign prior to the next meeting.
- D. **Next Committee Meeting Date:** The committee will meet on March 14 at 3:30pm.

**ADJOURNMENT**

The Employee Relations Committee meeting was adjourned at 4:59pm.

Respectfully submitted,

Melissa Thompson  
Superintendent

Approved: \_\_\_\_\_  
\_\_\_\_\_, President  
\_\_\_\_\_, Clerk