

SWALLOW SCHOOL DISTRICT
W299 N5614 Highway E
Hartland, Wisconsin 53029

EMPLOYEE RELATIONS COMMITTEE MEETING **November 16, 2015** **3:30 p.m.**

Present: Susie Polentini, Kyle Moore, Kate Garman, Charisse Kroner, Sue Peterson and Melissa Thompson

Excused: John Fuhs

The Employee Relations Meeting convened at 3:31pm.

DISCUSSION

- A. **2016-2017 Calendar Discussion and Beyond:** Committee members provided feedback about the placement of professional development days and the potential reduction in student contact days to allow for professional development days at the end of the school year. Committee members are asking the board to consider ending the 2016-17 school year on Wednesday, June 7 to accommodate two additional professional development days at the end of the school year. The committee also recommended the 31st of August as a no service day in compensation for Open House and Curriculum Nights.
- B. **Our Focus on People:** Committee members discussed the draft model of Key People Processes at Swallow School including: Talent Acquisition, Induction of New Talent, Talent Development & Support, and Organizational Innovation & Support of District Goals. Committee members will be providing additional feedback electronically and agreed to reconvene on Wednesday, December 2 at 3:30pm for continued discussion of these key processes as well as moving forward with a compensation model review and the design of a flexible staffing model.
- C. **Determination of Key Messages and Next Steps for Committee:** This item will be continued electronically by committee members.

ADJOURNMENT

The Employee Relations Committee meeting was adjourned at 4:45pm.

Respectfully submitted,

Melissa Thompson
Superintendent

Approved: _____

_____, President

_____, Clerk