

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION**

Human Resources Committee Meeting
Monday, April 30, 2012, 9:00 a.m.
905 Bethel Circle
Waunakee, WI 53597

MINUTES:

- I. **CALL TO ORDER** –*The meeting was called to order at 9:07 a.m. by committee chair Peggy Hill-Breunig.*
- II. **ROLL CALL** – *Ms. Hill-Breunig, Ms. Ensign, and Mr. Epping were present. Mr. Guttenberg, Ms. Beth and Mr. Summers were also present.*
- III. **APPROVE AGENDA** –*There was a motion by Ms. Ensign, seconded by Mr. Epping, to approve the agenda. The motion carried (3-0).*
 - A. **DISCUSS HEALTH /DENTAL INSURANCE RENEWALS -**
Mr. Summers provided the committee with information about the district’s self-insured dental plan and recommended that the premiums remain the same for next year. There was a motion by Mr. Epping, seconded by Ms. Ensign, to recommend to the full BOE that dental insurance premiums be frozen for the 2012-13 school year. The motion carried (3-0).

Mr. Summers also provided the committee with information about the process followed by the insurance committee to investigate possible health insurance plan design changes which would result in reduced premiums. He also provided the committee with recommendations for plan design changes which will result in a .6% premium increase over last year for a total increase of \$37,328.96. There was a motion by Ms. Ensign, seconded by Mr. Epping, to recommend the plan design changes to the full BOE for approval. The motion carried (3-0).
 - B. **DISCUSS EMPLOYEE PREMIUM CONTRIBUTIONS TOWARD HEALTH / DENTAL INSURANCE** – *Last year, language was added to the Educational Agreement, the AFSCME Collective Bargaining Agreement, and the Administrator Employment Guidelines, stating that the BOE will provide no less than 88% of premiums for single or family health and dental insurance plans. The change in premium contributions from 90% family coverage and 100% single coverage was not implemented. The committee discussed the possibility of implementing the language for all employee groups in the district for the 2012-13 school year.*
 - C. **DISCUSS WAGE / SALARY INCREASES FOR ALL EMPLOYEE GROUPS FOR 2012-12** –*Mr. Summers provided the committee with information about the budget parameters for salary increases. The committee discussed the timing of increases for staff members and how increases might be able to offset increased costs to employees for insurance premiums and out-of-pocket costs. The committee also reviewed the administrator salary survey.*
- IV. **ADJOURN TO CLOSED SESSION – PER WISCONSIN STATUTES 19.85 (1) (C).**

A. DISCUSS UPCOMING NEGOTIATIONS WITH THE WTA AND AFSCME –*The committee discussed how negotiations will be different under Act 10 and made tentative plans for moving forward.*

B. DISCUSS INDIVIDUAL TEACHER FMLA / ABSENCE –*Mr. Guttenberg provided the committee members with an update about an individual teacher who has had continuing health concerns.*

V. RETURN TO OPEN SESSION – *There was a motion by Mr. Epping, seconded by Ms. Ensign, to return to open session. The motion carried (3-0).*

VI. ADJOURN – *There was a motion by Ms. Ensign, seconded by Mr. Epping, to adjourn the meeting. The meeting adjourned at 11:45 a.m.*

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