

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION**

Human Resources Committee Meeting
Tuesday, February 1, 2011, 7:30 a.m.
905 Bethel Circle
Waunakee, WI 53597

MINUTES

- I. CALL TO ORDER**-*The meeting was called to order at 7:35 by Chairperson Peggy Hill-Breunig.*
- II. ROLL CALL** – *Members Hill-Breunig, Homan and Epping were present. Mr. Epping joined the committee a few minutes after the meeting began. Mr. Guttenberg, Ms. Beth and Mr. Summers were also present.*
- III. APPROVE AGENDA**-*Motion by Ms. Homan, seconded by Ms. Hill-Breunig to approve the agenda. Motion carried (2-0).*
- IV. ADJOURN TO CLOSED SESSION – PER WISCONSIN STATUTES 19.85 (1) (C).**
Motion by Ms. Homan, seconded by Ms. Hill-Breunig to adjourn to closed session. Motion carried (2-0).
- A. DISCUSS ANTICIPATED CHANGES UNDER WALKER ADMINISTRATION AND THEIR POTENTIAL IMPACT ON THE DISTRICT**
A document created by the School Administrators Alliance was shared with the committee.
- B. DISCUSS UPCOMING NEGOTIATIONS**
- 1. WTA**
- 2. AFSCME**
Governor Walker is expected to release the state budget on February 22nd. The budget will include many details that will impact bargaining with the WTA and AFSCME. Because we will need time to sort out the details of the budget and make sure we understand their impact on the district, we are asking to hold our first bargaining sessions with the WTA and AFSCME during the week of March 21st. The HR Committee will be available to meet at 4:00 p.m., preferably on Wednesdays for future negotiations sessions.
- Mr. Guttenberg shared the proposed calendars for the next three school years with the committee. There was a motion by Ms. Homan, seconded by Mr. Epping to recommend the calendars to the full BOE for approval. Motion carried (3-0).*
- C. DISCUSS POTENTIAL INTRODUCTION OF HEALTH REIMBURSEMENT ACCOUNTS FOR NON-UNION EMPLOYEE GROUPS** –*Mr. Summers asked the committee if they would like him to move forward with investigating the potential to implement health reimbursement accounts for non-union employee groups. The committee would like him to do so. At a future date, the committee suggests a discussion with the full BOE about how HRA's work, and how the plan currently in place is benefitting both teachers and the District.*
- D. DISCUSS HEALTH CARE REFORM'S IMPACT ON THE DISTRICT** –*Mr.*

Summers explained “grandfathering” and the need for the District to inform our health insurance carriers about whether we intend to grandfather our plans or not. There was a motion by Ms. Homan, seconded by Mr. Epping to recommend grandfathering of our plans to the full BOE. Motion carried (3-0).

E. DISCUSS ADMINISTRATIVE SALARY SURVEY –*Ms. Beth asked the Committee if they would like to conduct an administrative salary survey for the 2010-11 school year with the Dane County school districts surveyed in the past. The committee directed her to move forward with the survey.*

F. DISCUSS NEW MIDDLE SCHOOL ASSISTANT PRINCIPAL EMPLOYMENT GUIDELINES – *With Ms. Sowinski’s resignation, the District will be looking to hire a new Middle School Assistant Principal on a 200 day contract. After reviewing the Administrative Support and Administrator guidelines, it seems appropriate to create a new Middle School Assistant Principal classification, with 200 days being an FTE of 100%. Benefits would be consistent with other positions with an FTE of 100% and a work schedule of less than 238 days. There was a motion by Ms. Homan, seconded by Mr. Epping to recommend this new classification to the full BOE for approval. Motion carried (3-0).*

V. RETURN TO OPEN SESSION –*Motion by Ms. Homan, seconded by Mr. Epping to return to open session. Motion carried (3-0).*

VI. SET ADDITIONAL MEETING DATES –*No additional dates set at this time.*

VII. ADJOURN –*Motion to adjourn by Ms. Homan, seconded by Mr. Epping. Motion carried (3-0). Meeting adjourned at 9:30 a.m.*

<p>“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle, Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”</p>
