

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE**

Friday, October 7, 2016

8:00 AM

District Administration & Maintenance Center
905 Bethel Circle
Waunakee, Wisconsin 53597

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVE AGENDA

IV. PUBLIC COMMENTS

V. DISCUSS CREATION OF COMMUNITY EDUCATION AQUATIC SUPERVISOR

Kristy Nacker, our Aquatics Center Director, will be present to explain the need for this position and describe the responsibilities of the position. A draft job description and recommended pay scale are attached for your review.

VI. DISCUSS SUPERINTENDENT EVALUATION

This agenda item is a continuation of the discussion that took place at the last HR Committee meeting, as well as at the September regular Board meeting. Supporting documents may be added for your consideration prior to the October 7th meeting.

VII. DISCUSS PAYOUT OF BANKED POINTS FOR TEACHERS

Ms. Beth and Mr. Summers will update committee members about the most recent meeting with the teacher point system work group and WRS requirements that will impact the salary payout option. Both options are attached for your convenience, however, option two will need significant revision if the committee wishes to forward it for further consideration.

VIII. DISCUSS EXPLORATION OF EARLY RETIREMENT OPTIONS

Last year this committee briefly discussed exploring early retirement options as a way to free up dollars to be used for compensation of continuing employees. The committee agreed that the timing wasn't right last year but they were willing to revisit this discussion in the future. This agenda item will provide an opportunity to discuss when the timing might be right.

IX. ADJOURN TO CLOSED SESSION (19.85(c) (e) (f))

X. DISCUSS IMPACT OF NEW FLSA REQUIREMENTS ON INDIVIDUAL EMPLOYEES

Ms. Beth will provide committee members with specific information about the individual employees who will be affected. Although the new salary requirements are currently being challenged in court, the District will need to be prepared to be in compliance by December 1st, 2016.

XI. DISCUSS BARGAINING STRATEGY FOR NEGOTIATIONS WITH TEACHERS

The WTA will be providing administration with potential dates for negotiations. This agenda item will provide committee members with an opportunity to discuss their strategy and be prepared for negotiations when they are scheduled.

XII. RETURN TO OPEN SESSION

XIII. DISCUSS PARAMETERS FOR PAY INCREASES FOR ALL EMPLOYEE GROUPS

Mr. Summers will provide the committee with preliminary budget information and discuss potential options for consideration regarding pay increases for all employee groups. This committee will meet again before they need to forward recommendations for pay increases to the full Board. There is an HR Committee meeting scheduled for Tuesday, November 8th, at 8:00 a.m.

XIV. ADJOURN

“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 Drive 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.”