Personnel Policies Committee
Minutes
March 22, 2018 4-5:30pm

In attendance: Brenda Swanson, Tracy Quarnstrom, Jeff Vitali, Jennifer Lake, Darci Peckman-Krueger (CLHR-Guest) and Sandy Flint (guest).

Absent: Meagan Rathbun

Agenda Items

Investigation of Compensation Models
Continued investigations and review of materials occurred at the meeting. Review of items was conducted for the benefit of Darci Pechman-Krueger who is a new addition to the committee and comes from Chisago Lakes as their HR person and also a support for us based on our service agreement with Chisago Lakes Schools.

TRA employer contribution models or adding 1.50 percent to all employees over a five year period were noted. These are still proposals and there is some new funding promised with this mandate but will need to wait until the end of the legislative session to see the final results and abide by them.

Quarnstrom distributed the health care proposals and noted a large increase in our current plan and other plans at 22% of a net increase of $40,000.

Personnel Policies Survey.
The committee took the majority of the time to review the personnel policies survey that was completed by most staff members at Wolf Creek. Priorities for staff were indicated as a salary increase and keeping high quality insurance that was primarily paid for by the employer.

Salary increases, health care needs, and other areas noted on the survey were discussed by the group at length.

Next steps
Quarnstrom will be responsible for putting together a personnel policies powerpoint that shows all our decisions and shows our expectations from employees for compensation as well by March 29th. This will be sent to members of the personnel policies committee for review by April 3rd. Final changes will be made for presentation to the board on April 10th. The committee will be proposing what we feel is needed and what the budget can allow and the full board will need to make final decisions at the meeting.

After the April 10th school board meeting the admin at Wolf Creek will plan a time to show the powerpoint to staff and distribute letters of intent to return for spring meetings.

Quarnstrom noted a huge note of thanks to all committee members for meeting more this year, seeking more data and making a generous and thoughtful offer to employees at Wolf Creek for the 2018-2019 school years.

Meeting concluded at 5:22 p.m.