

Cochrane-Fountain City School District  
Human Resource Committee Minutes  
May 27, 2020

Karen Knospe, chair of the committee, called the meeting to order at 4:00 p.m. in the High School Library. Committee members present were Karen Knospe, Lynn Doelle and Rita Greshik. Others present included Michele Butler, Kalene Engel, Larry Cyrus and Tom Hiebert. Areny Bork joined at 5:45.

**The Committee's Charge**-The Human Resources Committee is charged with providing recommendations concerning the recruiting, hiring, training, compensating, and retaining a highly qualified and diverse staff.

**Agenda Requests**-Michele Butler requested we move retirement benefits and Teacher salaries out of close into open and talk in generalities not specific names. It can also stay in closed if need be.

**Review Employee Handbook changes**-The committee reviewed a number of handbook changes which the staff requested the board to look over. These changes will come before the full board for approval soon.

**Review Compensation Plans**

- a. Spring Coaches-The committee reviewed various ways to pay Spring Coaches. Lynn Doelle made a motion to pay spring coaches 25% of their scheduled contracted amount with an additional 10% to those that already started their season and an additional 15% for those who continued to provide fitness training during the closure. Seconded by Rita Greshik. Motion carried.
- b. Extra-Curricular & Coaches This will be tabled until summer
- c. Retirement Benefit- Superintendent Butler presented a plan -This was tabled.
- d. Teacher Salary- The plan Michele has been working on was presented and will come before full board in the future.

**Closed Session-Pursuant to Wisconsin State Statute Section 19.85(1) (c) for the purpose of considering staffing over which the School Board exercises responsibility.** Motion was made by Lynn Doelle, seconded by Rita Greshik on a roll call vote all committee members present voted yes. Motion carried. Larry Cyrus, Areny Bork, and Michele Butler were also present.

The following topics were discussed.

- a. Recommendation for non-teaching staff pay increases
- b. Personnel Updates
- c. Summer Staff Plans/Projects.
- d. Retirement Benefit
- e. Teacher Salary

**Adjourn**- Lynn Doelle made a motion to adjourn at 7:15 p.m., seconded by Rita Greshik. Motion carried.