

WOODLAND SCHOOL DISTRICT #50

Personnel Vision Team Meeting Minutes January 20, 2005

Members Present: Gail Bennett, Joan Brixey, Kim Burke, Larry Johnson, Steve Kolner, Jeannine Leonhart, Scott Mitchell, Scott Snyder, Kathy Tragasz, Linda Ufheil, Cameron Willis

Meeting began at 5:00 p.m. and adjourned at 5:55 p.m.

Kim explained the rationale for the educational support staff training needs survey and the reason it has not been finalized at this point. Timing was the main issue. In an effort to get the best feedback, it was important to delay the survey due to the status of negotiations and the reduction in force of support staff.

The team discussed and reviewed the draft of the training needs survey that was prepared by Greg Nelson of Wonderlic, Inc. Suggestions were made to add and delete items from the list. In addition the team suggested that staff prioritize their training needs input. Kim will be coordinating the final document with Greg. It is anticipated that the survey be given to staff by March or early spring. Results of the survey will be shared and discussed with the personnel vision team.

Kim provided a copy of the annual human resources report that was shared with the Board of Education in September.

The team discussed how we are currently aligned with our personnel vision and what areas we did not feel we were in alignment. The topic of job sharing and flexible work schedules was discussed. The team talked about checking with other districts again with regard to job sharing. It was stated that other districts do have some job sharing and we would like to continue to investigate and learn how it is working in other districts.

The team also discussed staff recognition. One of the concerns for staff recognition is that if there are more opportunities for recognition it is hopeful that it wouldn't be viewed as competition among staff. One of the suggestions is to recognize the retirees in the District. There should be a consistent practice regardless of whether there are one or many retirees. It could be something as simple as a district luncheon where families of retirees are invited and each retiree received a small token of appreciation.

The next meeting is scheduled for May 23, 2005 at 5:00 p.m. at the Educational Support Center.