



**NOTICE OF THE MEETING OF THE
TOTAL COMPENSATION AND RELATIONS COMMITTEE MEETING
SCHOOL DISTRICT OF NEW LONDON
Monday, January 25, 2021**



PURPOSE:

The purpose of this committee is to suggest, consider, research, and recommend to the full Board total compensation inclusive of salary, health and other insurance benefits including plan design, as well as boost staff morale and recognize staff accomplishments. This Committee works with the benefit provider to implement effective employee wellness measures that serve to keep employees healthy and productive at work and serve to have a positive effect on health care costs for the district. The committee will also serve as a listening vehicle for the Board to ensure that good relations between the Board, Administration and employee groups are fostered and recognized. Working conditions, including compensation, which may enhance the District's mission, may be discussed through this committee.

RESPONSIBILITIES:

To support and achieve the purposes of the Employee Total Compensation and Relations Committee, the following responsibilities will be incorporated into the Team's activities and functions:

- Analyze pertinent information related to insurance costs.
- Analyze and consider compensation models and trends.
- Consider health insurance plan designs.
- Facilitate the education of employees related to health care issues.
- Conduct needs assessments in conjunction with the health insurance provider for the district.
- Work with health insurance provider and local health care providers to implement effective research-based health and wellness initiatives related to identified needs.
- Consider employee benefits.
- Consider post-employment benefits.
- Recommend action related to health and other insurance benefits to the Board of Education when necessary and appropriate.
- Conduct listening sessions with employee groups.
- Identify "value added" efforts of staff.
- Develop and implement employee recognition initiatives.

Public notice is hereby given, as required by law, that the meeting of the Total Compensation and Relations Committee of the School District of New London will be held on **Monday, January 25, 2021**, at 4:30 p.m. at the District Administration Building, 901 West Washington Street, New London, Wisconsin 54961.

Matters to be taken up and discussed at this meeting are as follows:

- A. Review of 403(b) matching program options
- B. Review of bus driver recruitment options
- C. Review of 2021-22 CPI for base wage increases
- D. Review of employee incentives
- E. Review of current certified staff equity benchmarks