

**RICHMOND SCHOOL DISTRICT  
PERSONNEL MEETING**

N56W26530 Richmond Road, Sussex, WI 53089

District Administrator Office

January 9, 2019

**Minutes**

Cindy Milgram called the meeting to order at 7:42am. Present at the meeting were Board members Cindy Milgram and Victor Frangopoulos, District Administrator Jeff Weiss and Principal/Director of Pupil Services Gena Santharam. Statement of public notice was confirmed. The first item discussed was the compensation plan. Jeff Weiss presented a draft version with recommendations of proposed changes to the plan after utilizing the plan for three years; the proposed changes have yet to be discussed with the staff, which will happen in the near future, but Jeff wanted to present to the Personnel Committee for initial feedback. Proposed changes would affect all staff and were suggested after implementing the plan and rounding sessions with staff. The Committee discussed the proposed changes, providing feedback and suggested the plan come back to Committee after the staff and/or Building Leadership Team (BLT) have reviewed it and provided feedback as well. A Board work session with staff members and Board members was proposed, if necessary, to continue the collaboration and develop a plan that is effective in measuring performance while being financially sustainable. The target date for the compensation plan to come back to the Personnel Committee for review is early March.

After the compensation plan discussion concluded, it was determined that a closed session was unnecessary. Due to time constraints, Cindy Milgram adjourned the meeting at 8:39am. Victor Frangopoulos seconded. Policies 164/533/534 were not discussed at this meeting, but will be brought to a future Personnel Committee meeting for review.

Minutes respectfully submitted by Cindy Milgram, Chairperson.