

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE MEETING**

Friday, November 6, 2020

9:00 AM

District Administration & Maintenance Center  
905 Bethel Circle  
Waunakee, Wisconsin 53597

Members of the public may attend Board of Education meetings in-person, subject to space limitations, as well as guidelines and orders that are in place for indoor gatherings. Members of the public who choose to access the meeting via live stream video may do so

at: <https://www.waunakee.k12.wi.us/district/Agendas.cfm>

Public comments are to be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) by 5:00 p.m. the day of the Board meeting. All comments will be reviewed by the Board members. If you would like your comment to be read aloud at the meeting, please state this request clearly in your email. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted outside the buildings and brought into the meeting individually to present; if you are attending the Board meeting in person, you will be asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

You will be required to abide by guidelines and/or orders required for indoor public locations in Dane County and Wisconsin. If in-person attendance is unexpectedly high at a Board meeting, adhering to social distancing guidelines may not be possible in the limited space available in the District Office; when this does occur, the District will provide access to an alternative location where the meeting will be presented and accessed through live stream video.

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. CLOSED SESSION - ADJOURN TO CLOSED SESSION PER WISCONSIN STATUTES 19.85 (1) (c), (e), AND (f)**

A. Discuss WTA Negotiations Strategy and Employee Compensation

**VI. RETURN TO OPEN SESSION**

**VII. 2020-2021 BUDGET UPDATE**

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Review of April 2020 Budget Estimate for Compensation and potential actions related to currently open para-educator positions.

**VIII. COMPENSATION INCREASES**

Discussion of the timeline and related communications to the five different employee groups. Consideration of the use of the 2019/2020 Non-exempt Staff Wage Schedule Project within the compensation increases.

**IX. TEACHER COMPENSATION COMMITTEE UPDATE**

**X. TRUE TIME CONVERSION UPDATE**

Currently approximately 10% of our hourly staff are being paid through True Time. Review of the plan for a full conversion in the 2021/2022 school year and related implications.

**XI. SUBSTITUTE POOL UPDATE**

Review of district actions to increase the substitute pool and the coverage rate for instructional absences, including the online certification class for new subs and the potential hiring of full-time school year building subs.

**XII. REQUESTS FOR UNPAID LEAVES OF ABSENCE**

Discussion of the handbook provision permitting discretionary use of unpaid leaves of absence for teaching staff.

**XIII. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”



Teachers: 1.81% CPI increase; \$600 points • Non-Teachers: 2.72% Increase

Waunakee Community School District  
 2020-2021 Budget Estimates-- Salary  
 April 16, 2020

EMPLOYMENT CATEGORY	2020-2021 Current Salaries	Percentage Increase	Dollar Increase	Benefits Increase	Other Dollar Increase	Other Benefits Increase	2020-2021 Final Salaries	Average Increase	Dollar and Benefits Increase
Teachers	20,341,583.00	1.810%	368,182.65	55,227.40	185,700.00	27,855.00	20,895,465.65	2.72%	636,965.05
Custodians/Maintenance	1,468,492.00	2.720%	39,942.98	5,991.45	0.00	0.00	1,508,434.98	2.72%	45,934.43
Administrative/Admin Support	3,891,817.00	2.720%	105,857.42	15,878.61	0.00	0.00	3,997,674.42	2.72%	121,736.04
Administrative Assistants	1,470,430.00	2.720%	39,995.70	5,999.35	0.00	0.00	1,510,425.70	2.72%	45,995.05
Classified Staff*	2,164,098.00	2.720%	58,863.47	8,829.52	0.00	0.00	2,222,961.47	2.72%	67,692.99
<b>TOTAL</b>	<b>\$29,336,420.00</b>	<b>2.089%</b>	<b>\$612,842.22</b>	<b>\$91,926.33</b>	<b>\$185,700.00</b>	<b>\$27,855.00</b>	<b>\$30,134,962.22</b>	<b>2.72%</b>	<b>918,323.55</b>

Teacher information (19-20 figures)

294.5 teachers eligible for points	176,700
6 teachers national board/masters	9,000
343.88 FTE teachers @ 1.81	1,071