

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

Monday, December 7, 2020

5:00 PM

Waunakee Community School District
905 Bethel Circle
Waunakee, WI 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>

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. ADJOURN TO CLOSED SESSION (19.85(1) (c) (e))

A. Negotiation Preparation with District Negotiations Team

VI. RETURN TO OPEN SESSION

VII. INTRODUCE NEGOTIATING TEAMS

VIII. EXCHANGE INITIAL PROPOSALS

A. Board of Education

B. Waunakee Teacher's Association

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IX. ADJOURN TO CLOSED SESSION (19.85(1) (c) (e))

X. NEGOTIATE

XI. RETURN TO OPEN SESSION

XII. MEET AND CONFER WITH ALL INTERESTED TEACHERS (WTA MEMBERS AND NON-MEMBERS) REGARDING THE FOLLOWING TOPICS

A. 2020 Topics

1. Teacher retention & recruitment

2. Continued progress with Salary System Review and Revision Work Group

3. Professional leadership opportunities & processes (committees, department chairs, coordinators)
4. Consideration of spring negotiations timeline
5. Strengthened two-way communication with staff
6. Support for the Diversity, Equity, and Inclusion Ad Hoc Committee
7. Transparency regarding the Medical Ad Hoc Committee

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.”



**Comprehensive Initial Proposal by the Waunakee Teachers' Association
to the Waunakee Board of Education for the 2020-21 Master Contract
November, 2020**

Base Wages:

Bargaining unit members will receive a base wage increase of 1.81% retroactive to the start date of the contract.

Supplemental Pay:

In addition to the negotiated base wage increase, the WTA recommends that the Board of Education honor a full step increase of \$1,500 as supplemental pay earned through both experience and professional development. We further recommend an increase that is meant to make up for last year's insufficient partial step. This would equate to \$600 in exchange for 200 Points and go a long way to restoring faith in the system.

Additional Meet and Confer Topics:

1. Teacher retention & recruitment
2. Continued progress with Salary System Review and Revision Work Group
3. Professional leadership opportunities & processes (committees, department chairs, coordinators)
4. Consideration of spring negotiations timeline
5. Strengthened two-way communication with staff
6. Support for the Diversity, Equity, and Inclusion Ad Hoc Committee
7. Transparency regarding the Medical Ad Hoc Committee