

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

Tuesday, April 6, 2021

4:30 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.

Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments.

Public comments may be sent to Rebecca McDonough at district_administrator@waunakee.k12.wi.us up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. 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.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVE AGENDA

IV. PUBLIC COMMENTS

V. REVIEW OF STAFFING AND COMPENSATION LEVELS COMPARED TO PEER DISTRICTS **3**

Presentation will be handed out at the meeting.

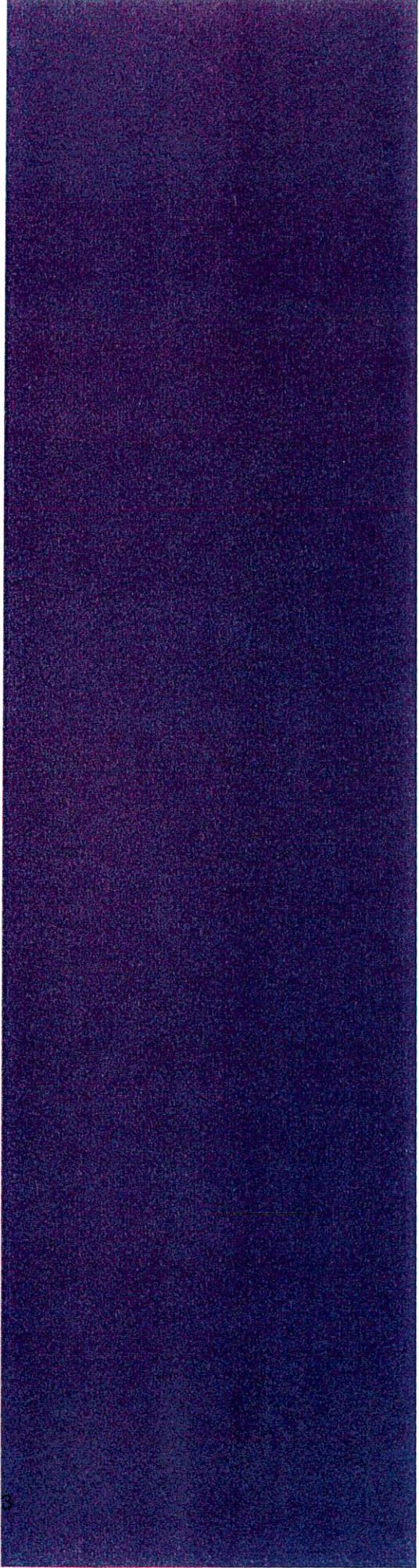
VI. TEACHER COMPENSATION COMMITTEE UPDATE **33**

**VII. DISCUSSION OF A SPRING/SUMMER COMPENSATION INCREASE
TIMELINE FOR THE 2021/2022 SCHOOL YEAR**

VIII. 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.”

WCSD Staffing and Compensation Overview



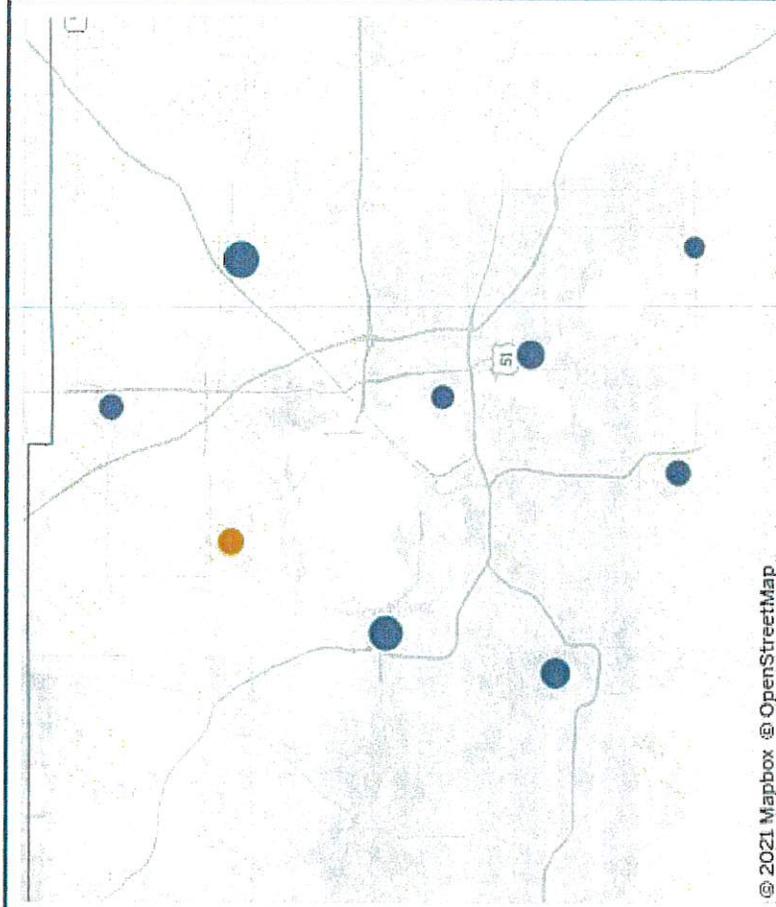
Total Number of Employees

■ Administrative Assistants	37
■ Assistants	114
■ Copy Clerks	2
■ Crossing Guards	15
■ Custodians/Maintenance Staff	42
■ Teachers	353
■ Administrative Support Staff	22
■ <u>Administrators</u>	<u>20</u>
□ TOTAL	604

- Co-curriculars - Additional 102 are non-staff
- Summer School - Approximately 200 hires per year

Peer Summary

District	County	District Enrollment	Low Income % of Enrollment
De Forest Area	Dane	3,951	17.24%
McFarland	Dane	5,076	34.97%
Middleton-Cross Plains Area	Dane	7,534	19.35%
Monona Grove	Dane	3,515	19.49%
Oregon	Dane	4,108	19.26%
Stoughton Area	Dane	2,906	29.01%
Sun Prairie Area	Dane	8,475	30.43%
Verona Area	Dane	5,741	26.93%
Waunakee Community	Dane	4,375	7.89%

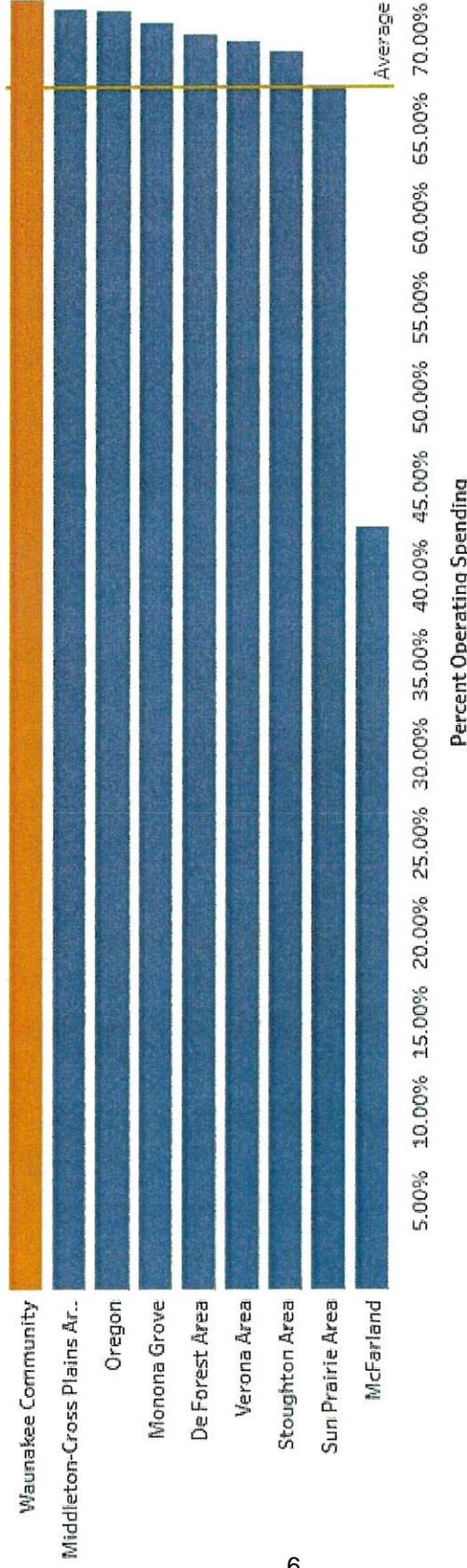


© 2021 Mapbox © OpenStreetMap

Enrollment data presented is from 2020.

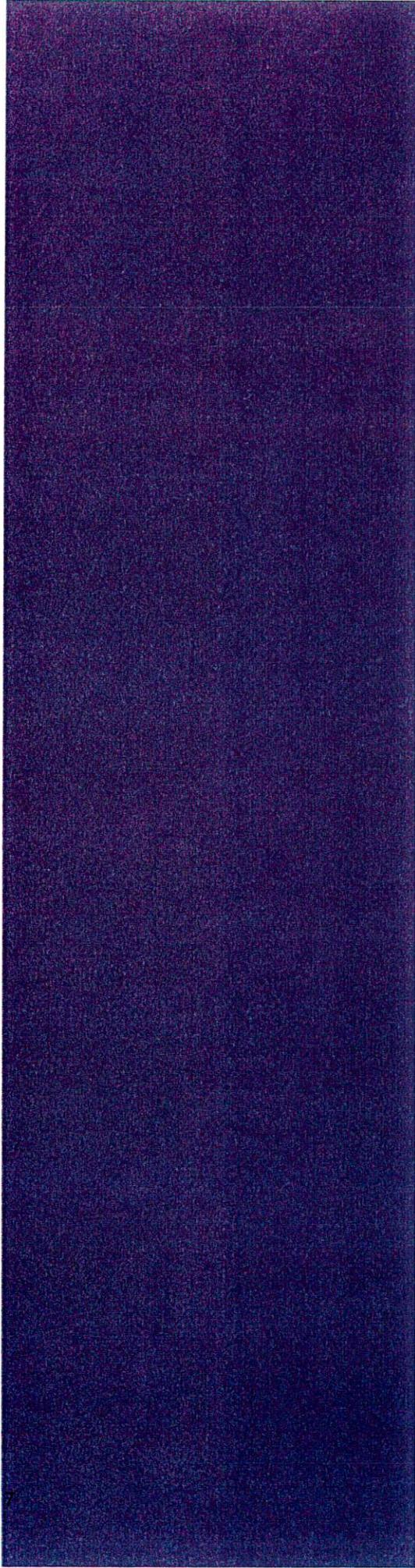
Waunakee Community Salary and Staffing Comparison

Annual Financial Reports break down district spending into many categories. The chart below shows the percentage of operating spending allocated to salaries and benefits for 2020.

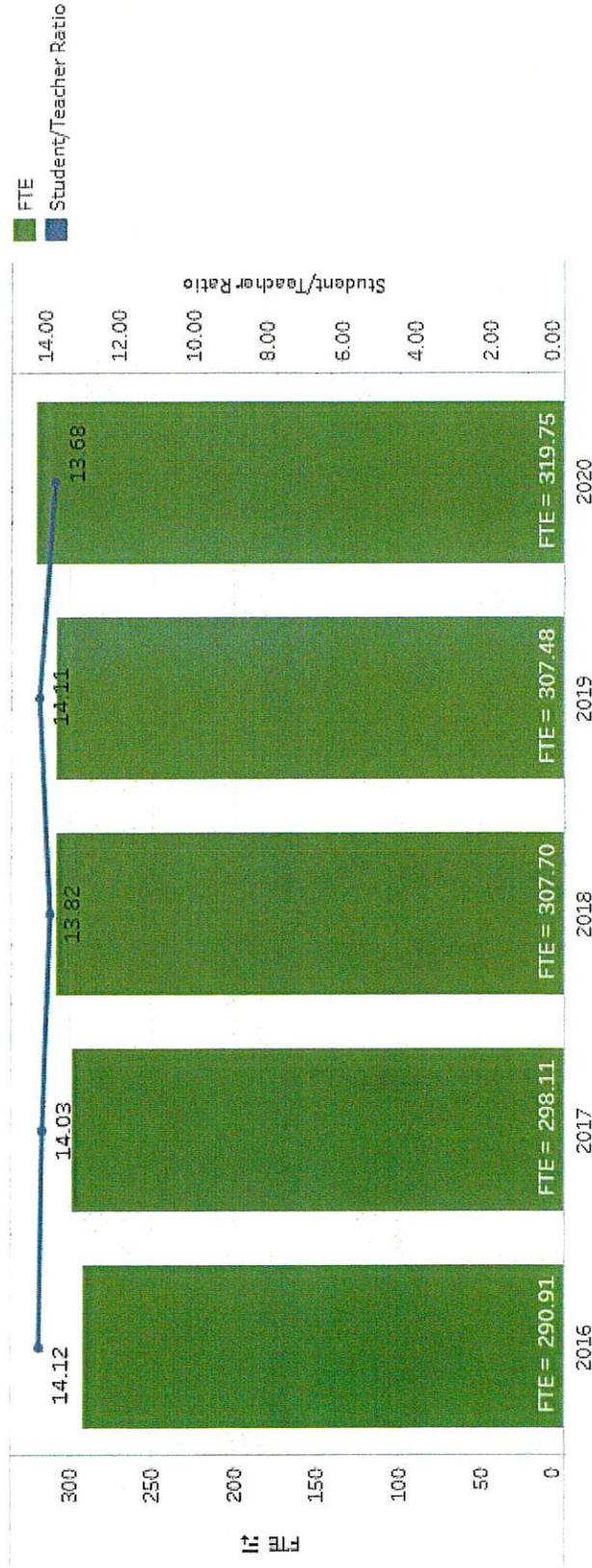


- Typically about 70% of WCSD's operating budget is personnel costs (72.29% as shown / ave line = 67.40%)

Teaching Staff



Staffing levels are a factor of the number of staff as well as the number of students. The chart below displays the Full Time Equivalent (FTE) count of Teachers in the bars and the student/teacher ratio on the line utilizing the right-hand axis.



Staffing Level Trends

Staffing level comparison

2020 - Student per Teacher FTE Comparison



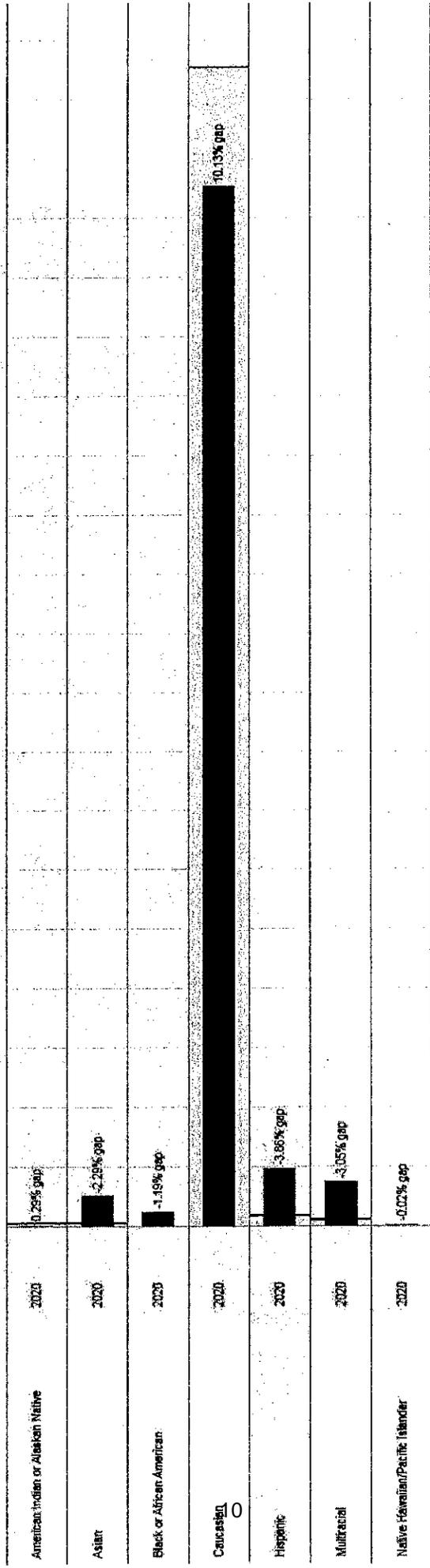
Student
Teacher

Teacher vs Student Demographics - District

Waunakee Community

Note: Teaching Positions only included

Source: DPI PI-1202 and Enrollment Data

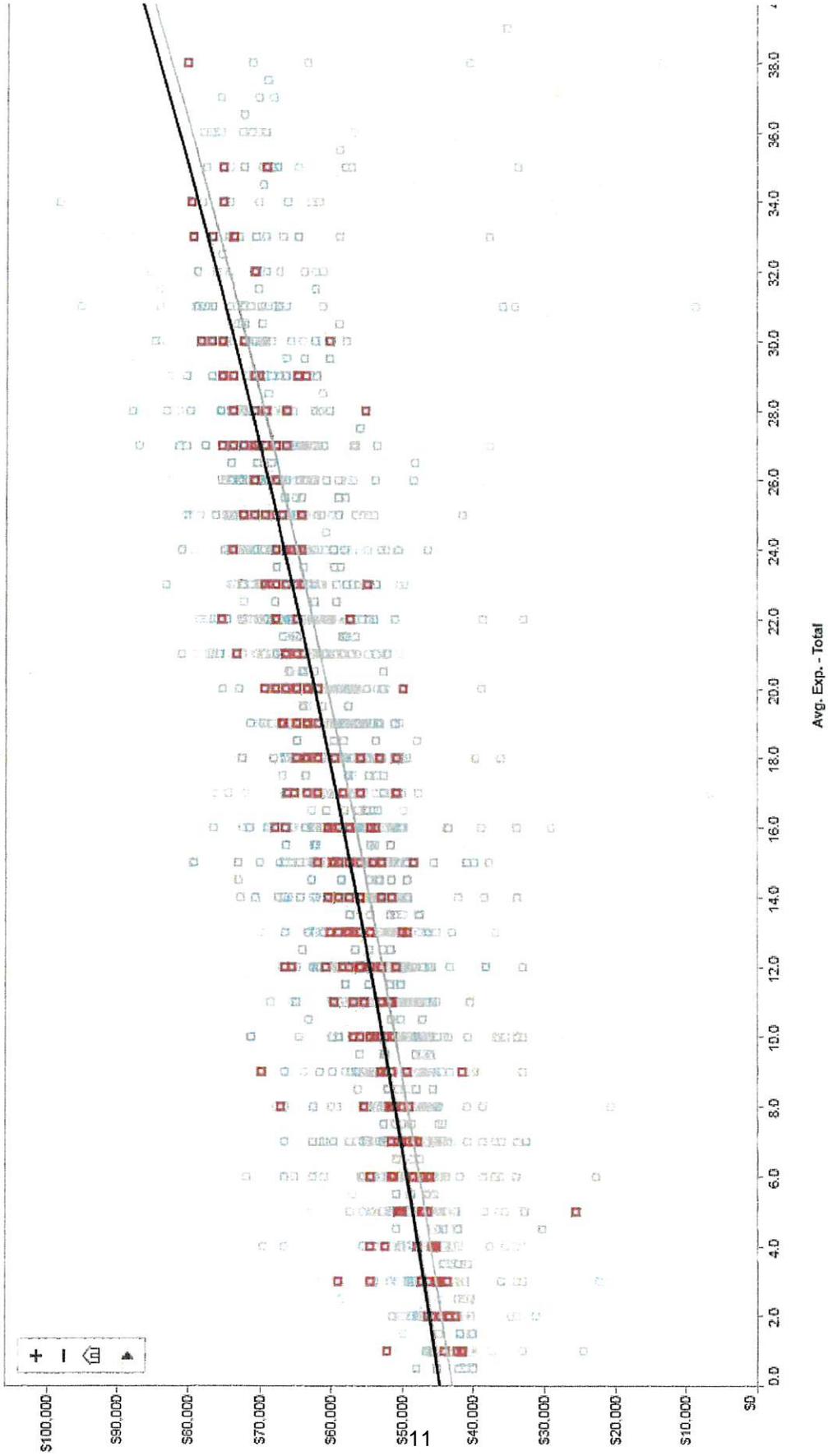


0.00% 5.00% 10.00% 15.00% 20.00% 25.00% 30.00% 35.00% 40.00% 45.00% 50.00% 55.00% 60.00% 65.00% 70.00% 75.00% 80.00% 85.00% 90.00% 95.00% 100.00%

Ethnicity Percentage

Teacher vs Student Demographics

Wisconsin's Department of Education, Wisconsin-Gross Family Area and more
Position: Teacher
Source: DPI PI-1202 and Enrollment Data



2020 - Teacher Salary

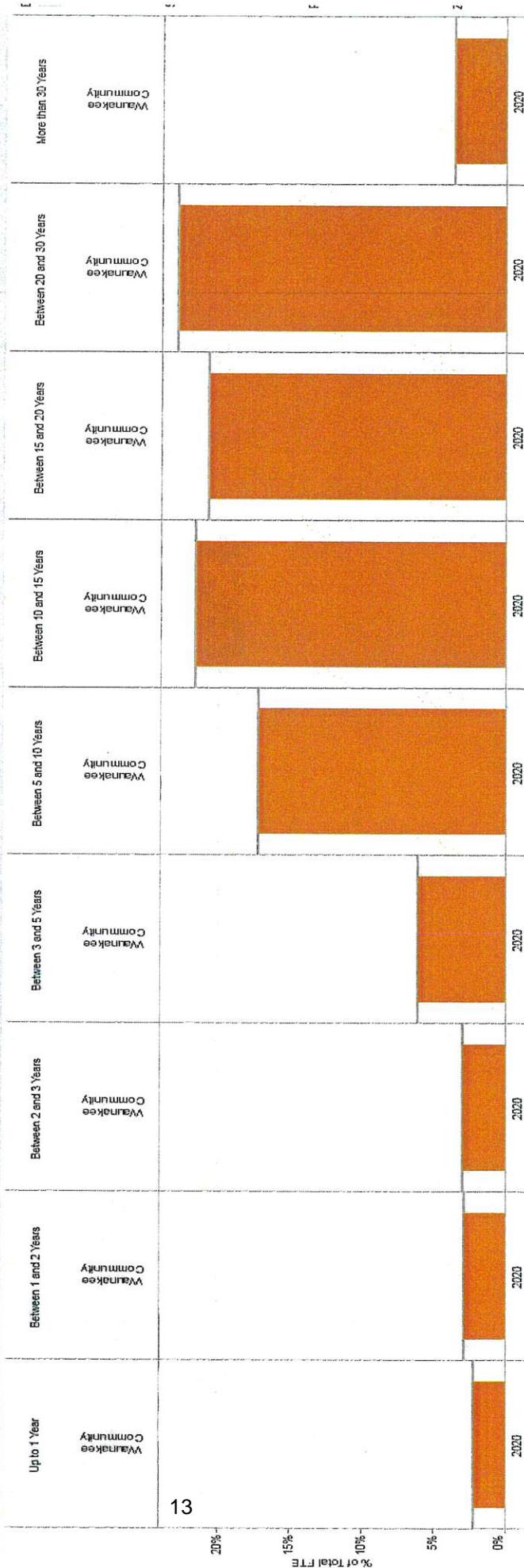


Average Teacher Salaries

Experience Summary

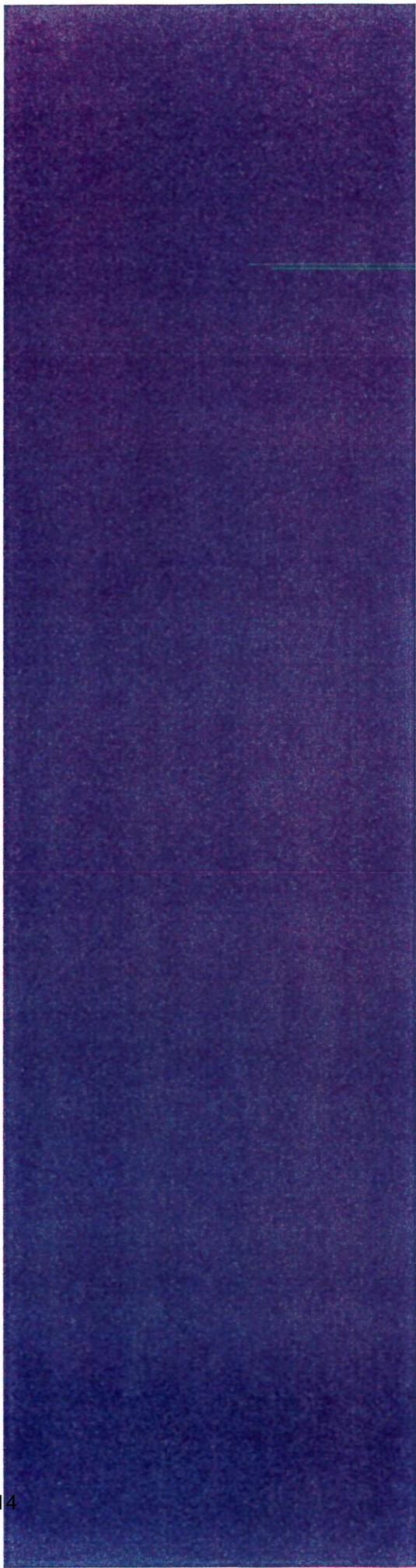
	Waukegan Community
Avg. Exp. - Total	2020
FTE	15.8
Average Salary	309
Avg. Enrollment	\$53,407
	4,375

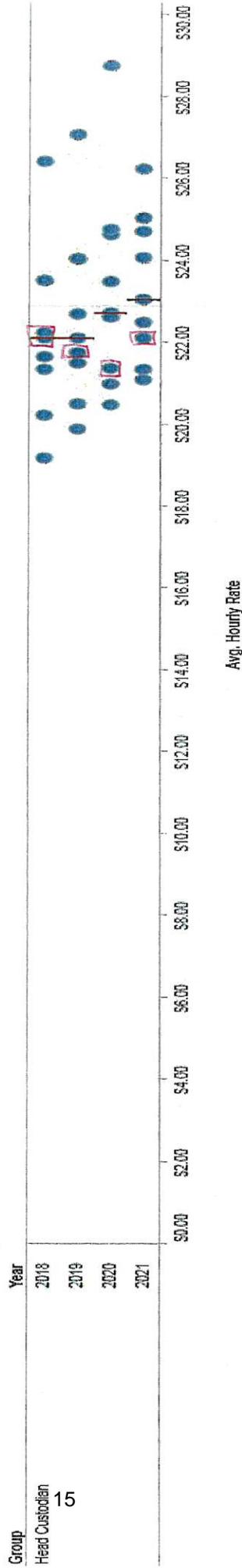
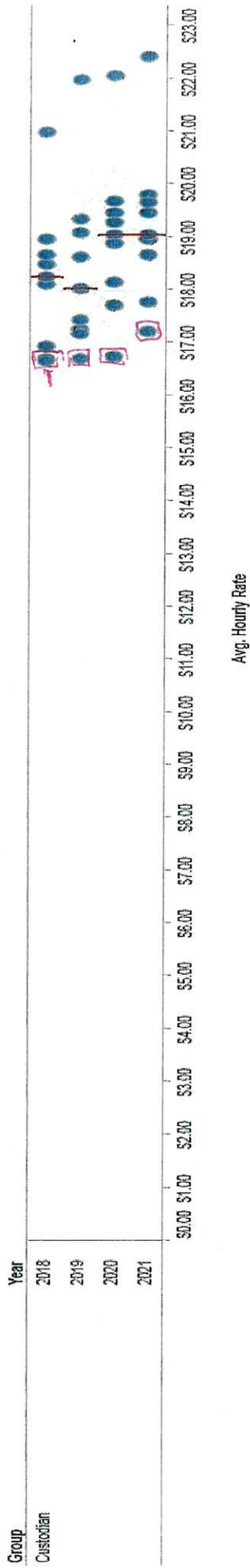
Experience Histogram
Position: Teacher



13

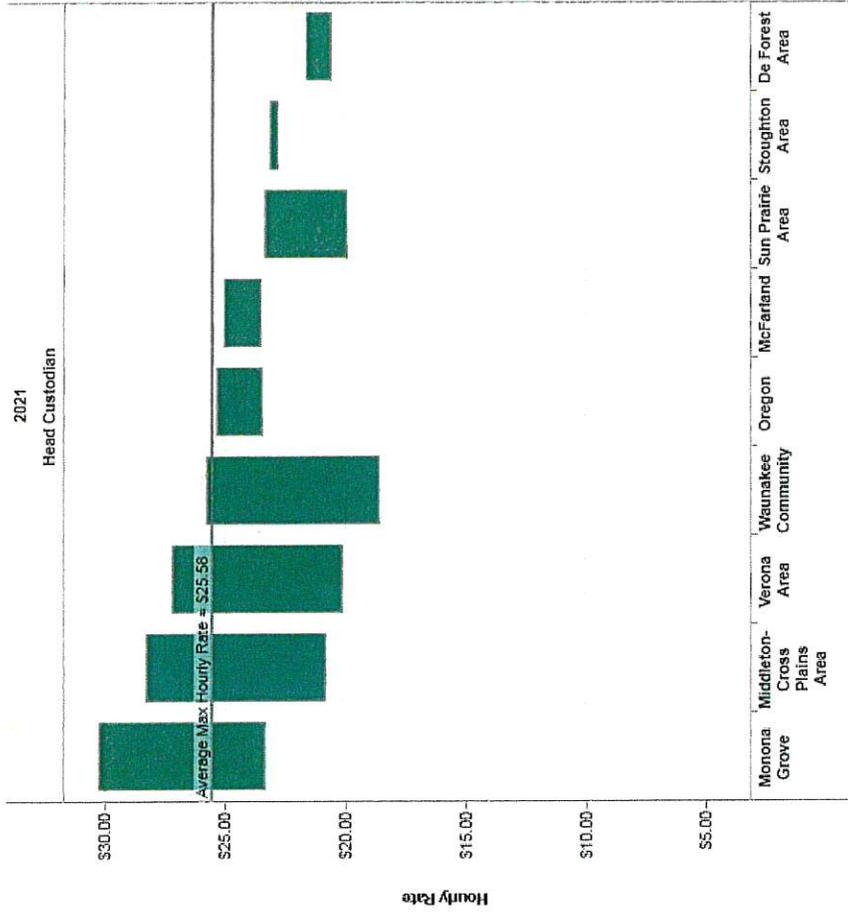
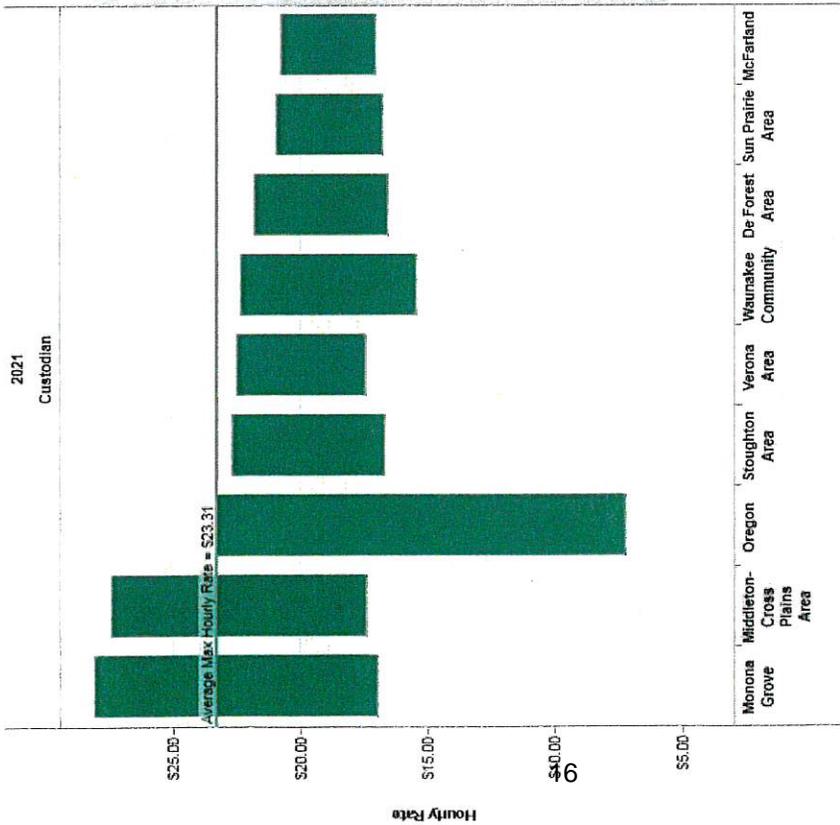
Custodial / Maintenance



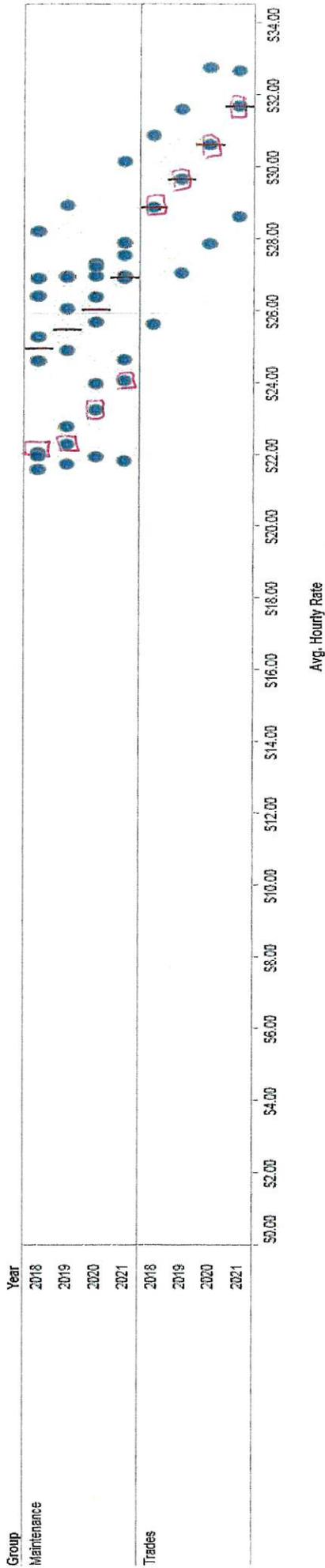


Ave Hourly Wage

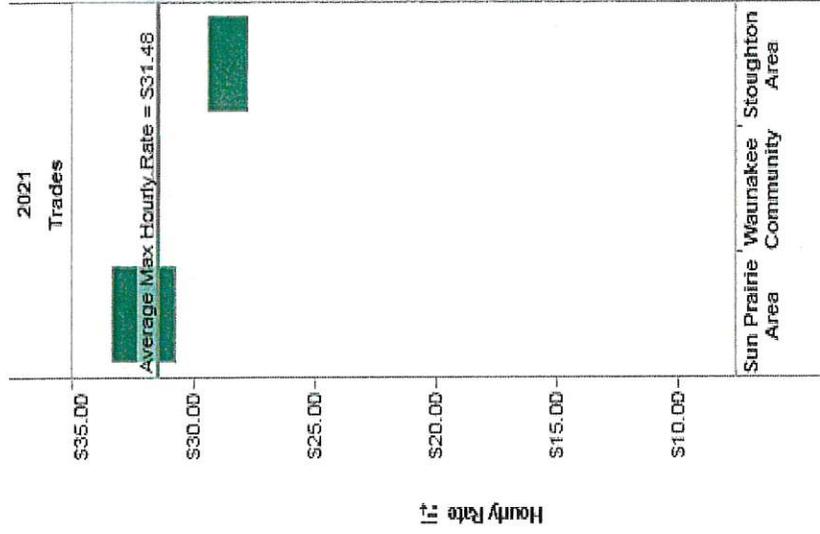
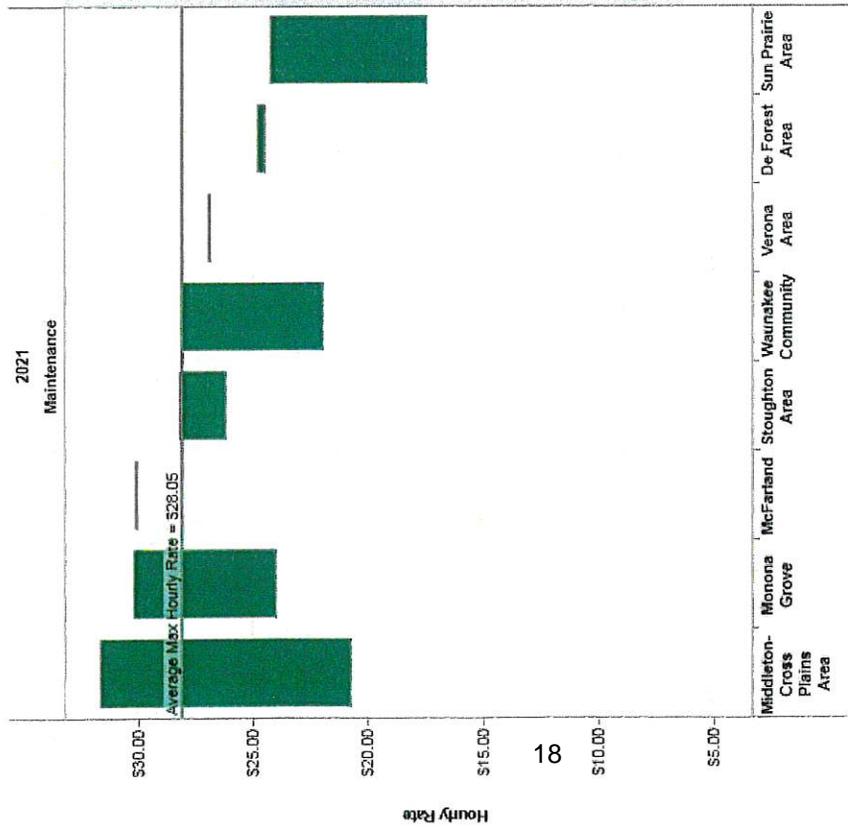
WCSD Cus = \$17.21; Median \$19.03
 WCSD HC = \$22.11; Median \$23.04



Hourly Wage Range WUSD Cus = Max \$22.34 Min \$15.51
 WUSD HC = Max \$25.83 Min \$18.65

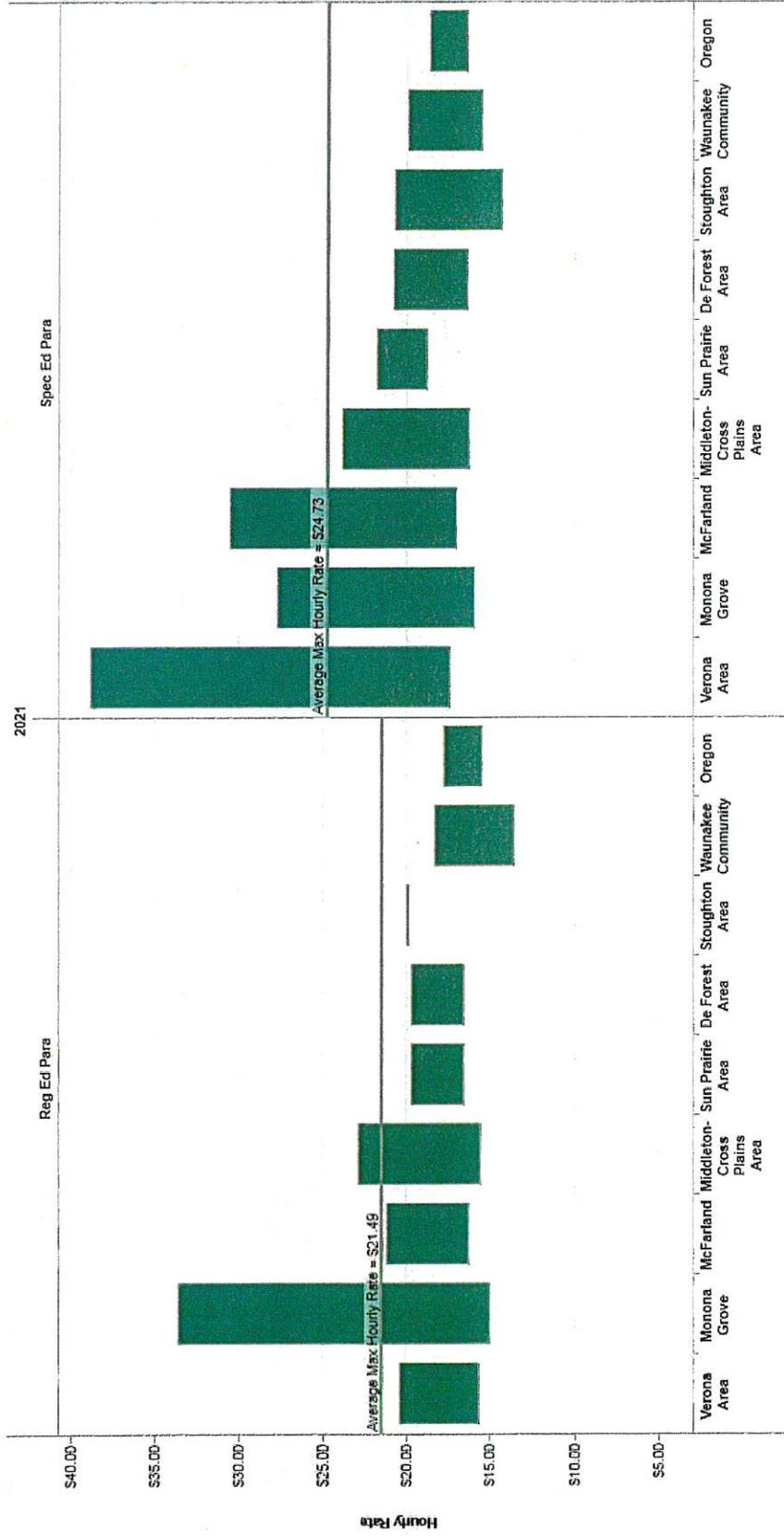


Ave Hourly Wage
 WCSD Main \$24.06 Median \$26.92
 WCSD Trade \$31.69 Median \$31.69

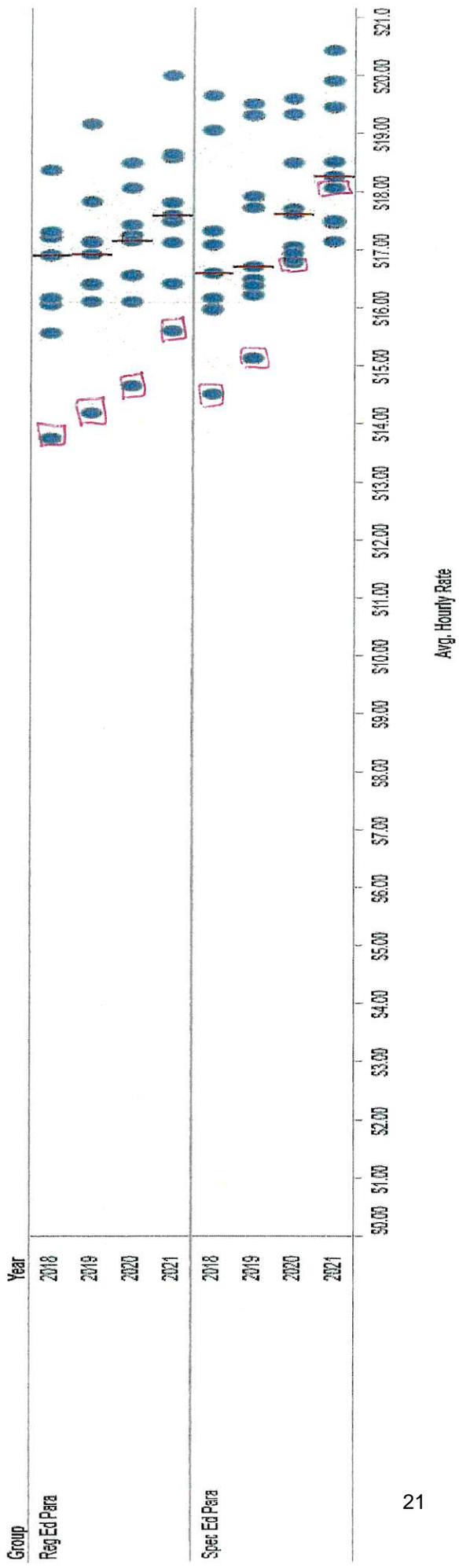


Hourly Wage Range WCSD Main Max \$28.14 Min \$21.93
 WCSD TradeMax* \$31.69

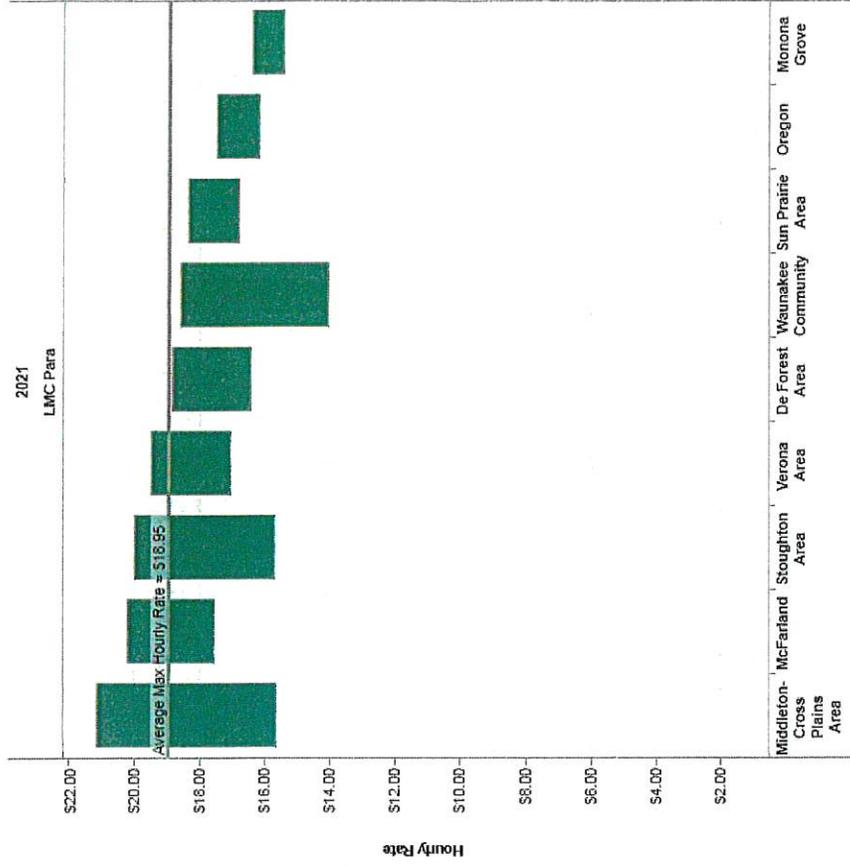
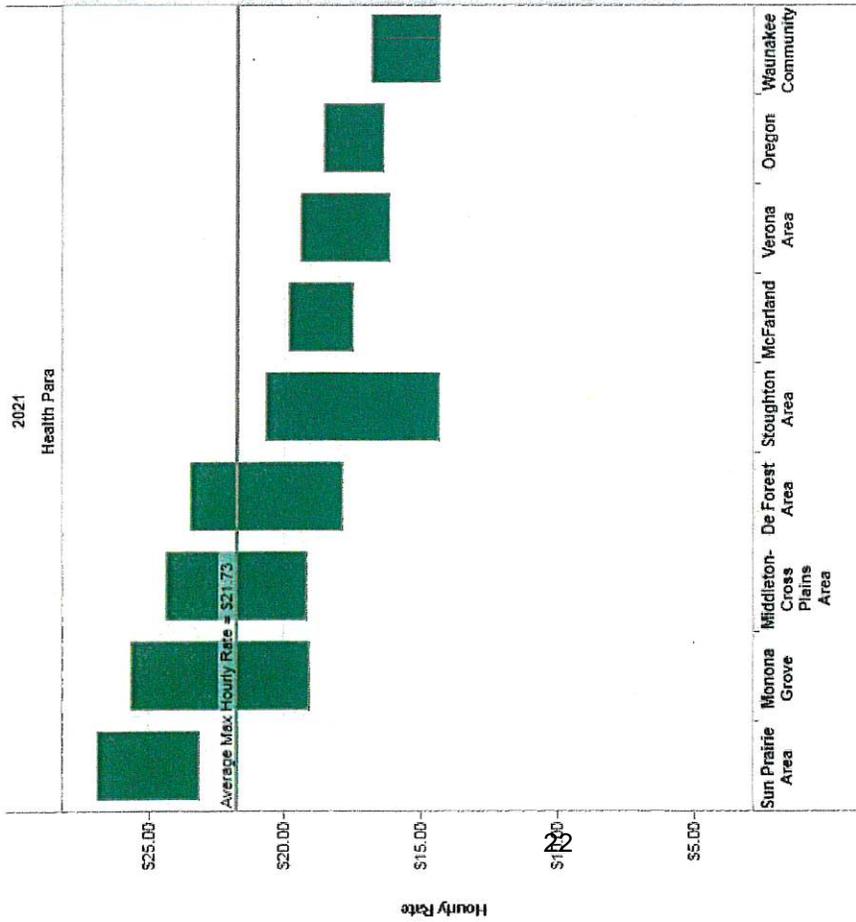
Classified Staff



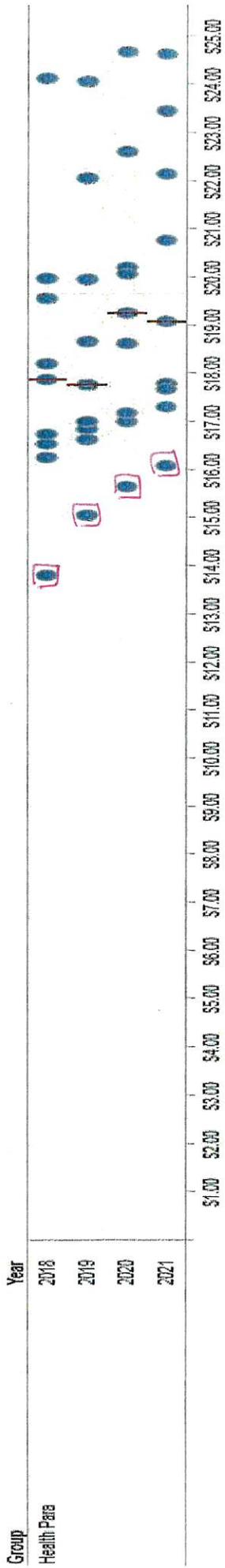
Hourly Wage Range WCSD Reg Ed Max \$18.30 Min \$13.66
 WCSD Spec Ed Max \$19.96 Min \$15.52



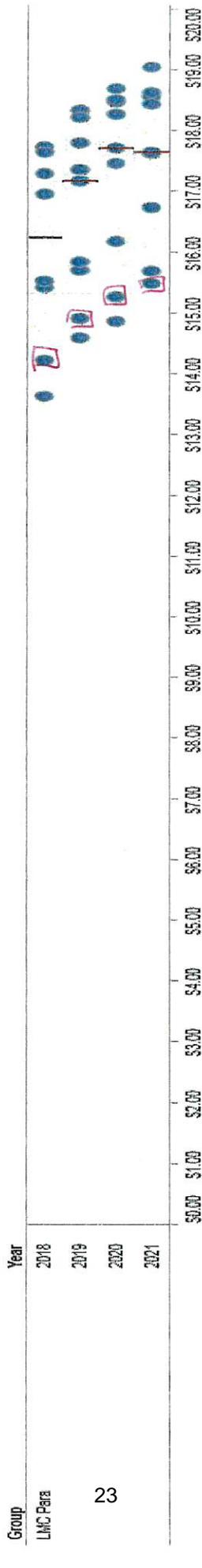
Ave Hourly Wage WCSD Reg Ed \$15.60 Median \$17.59
 WCSD Spec Ed \$18.07 Median \$18.26



Hourly Wage Range Health Max \$16.81 Min \$14.33
 LMTC Max \$18.63 Min \$14.06



Avg. Hourly Rate

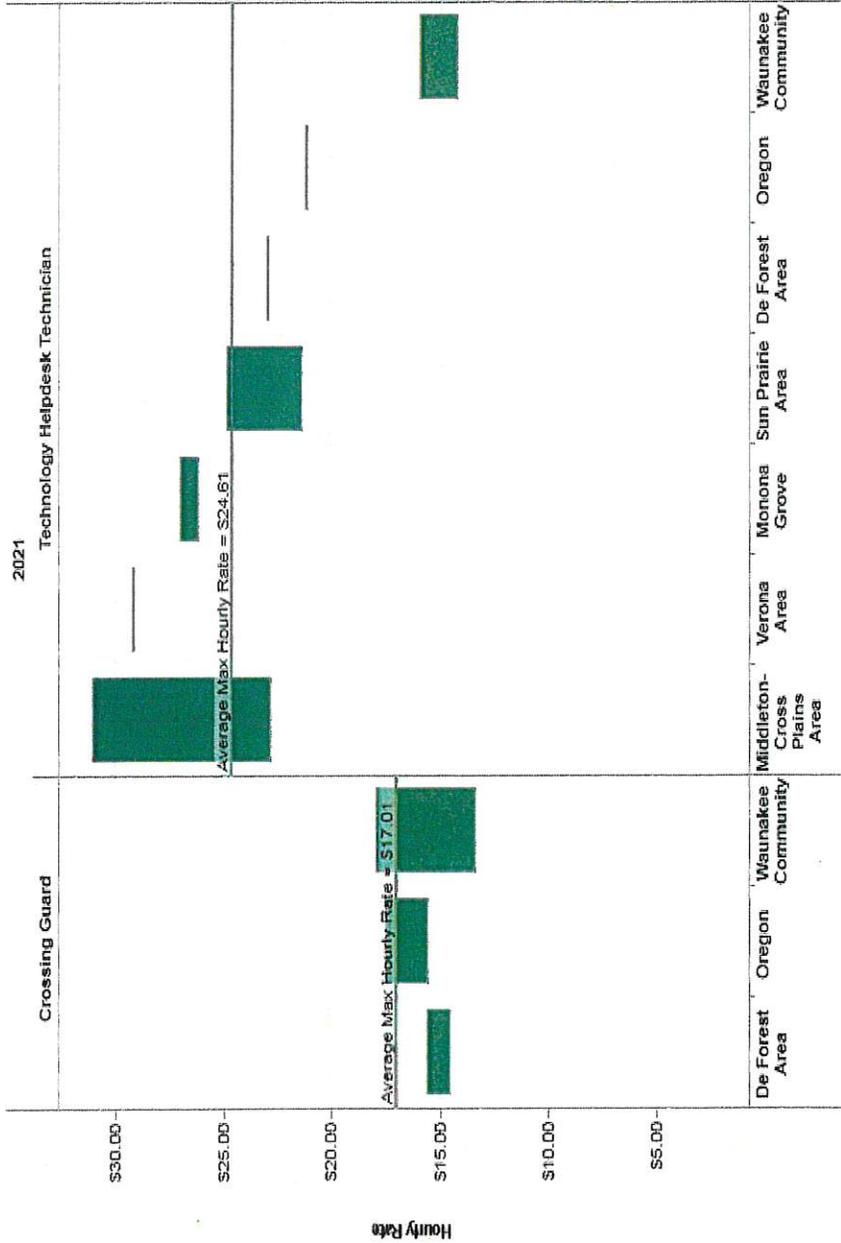


Avg. Hourly Rate

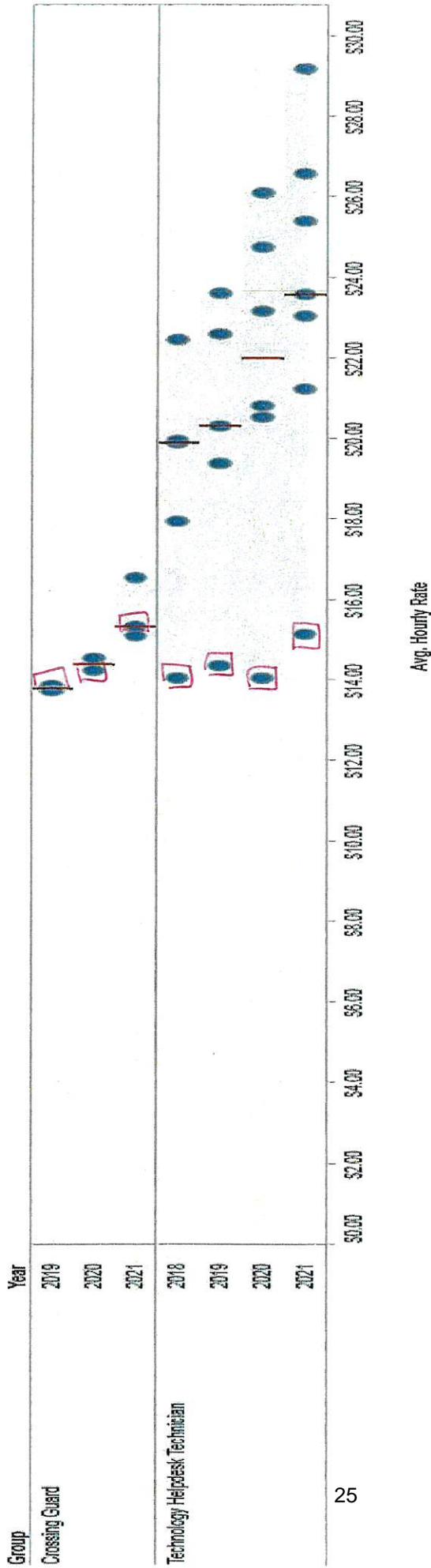
Ave Hourly Wage

WCSD Health \$16.08 Median \$19.07

WCSD LMTC \$15.48 Median \$17.66

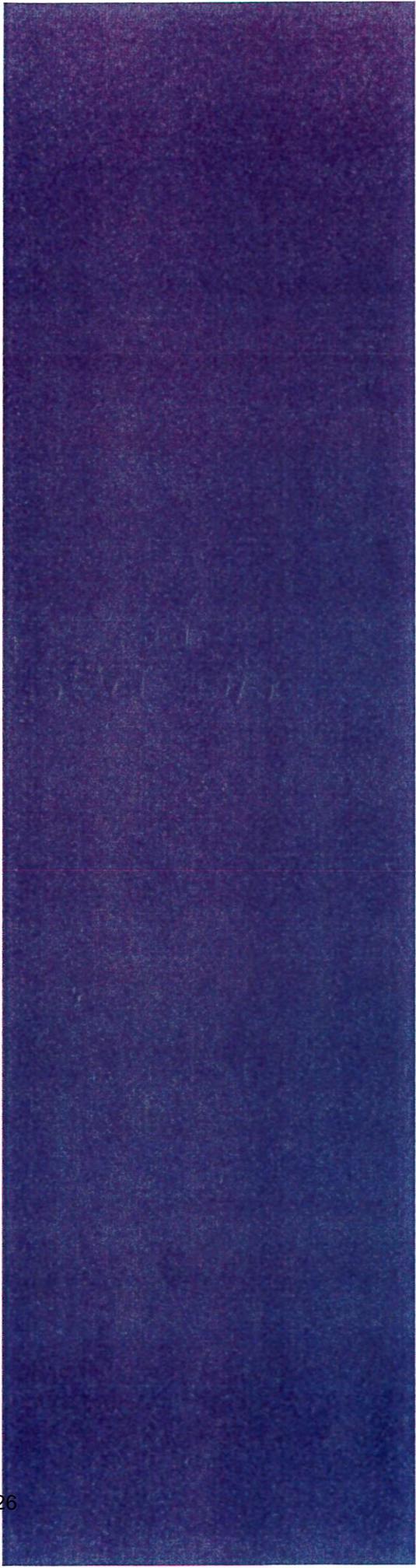


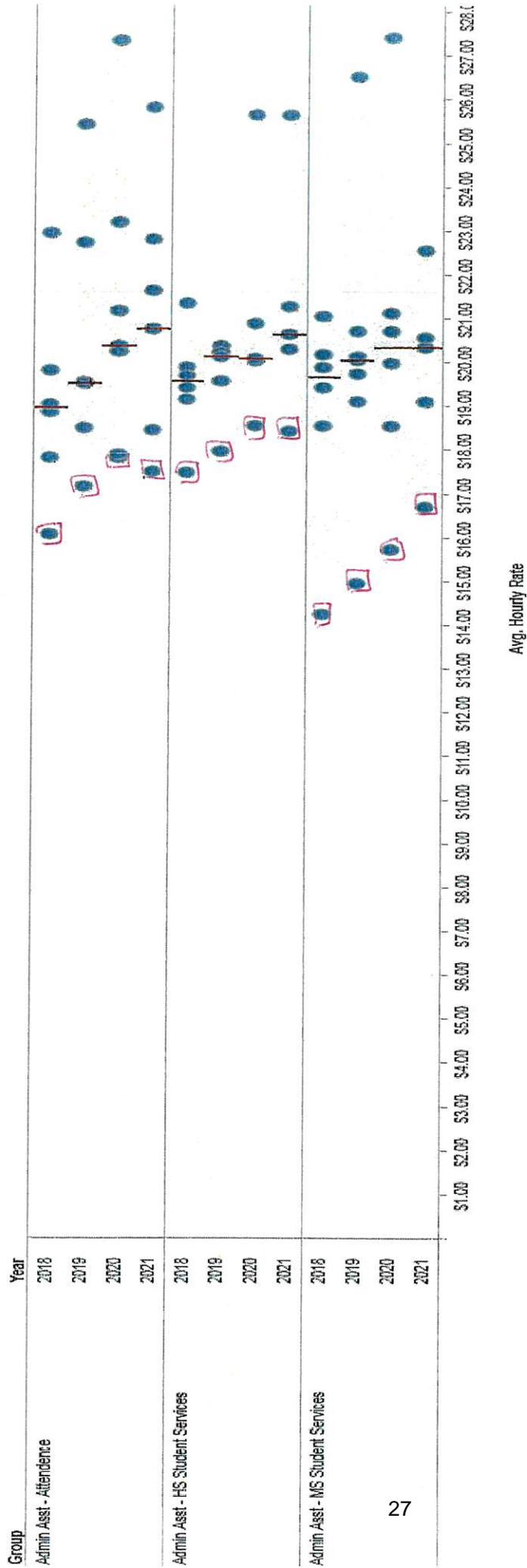
Hourly Wage Range X-G Max \$17.96 Min \$13.41
 Tech Max \$15.99 Min \$14.25



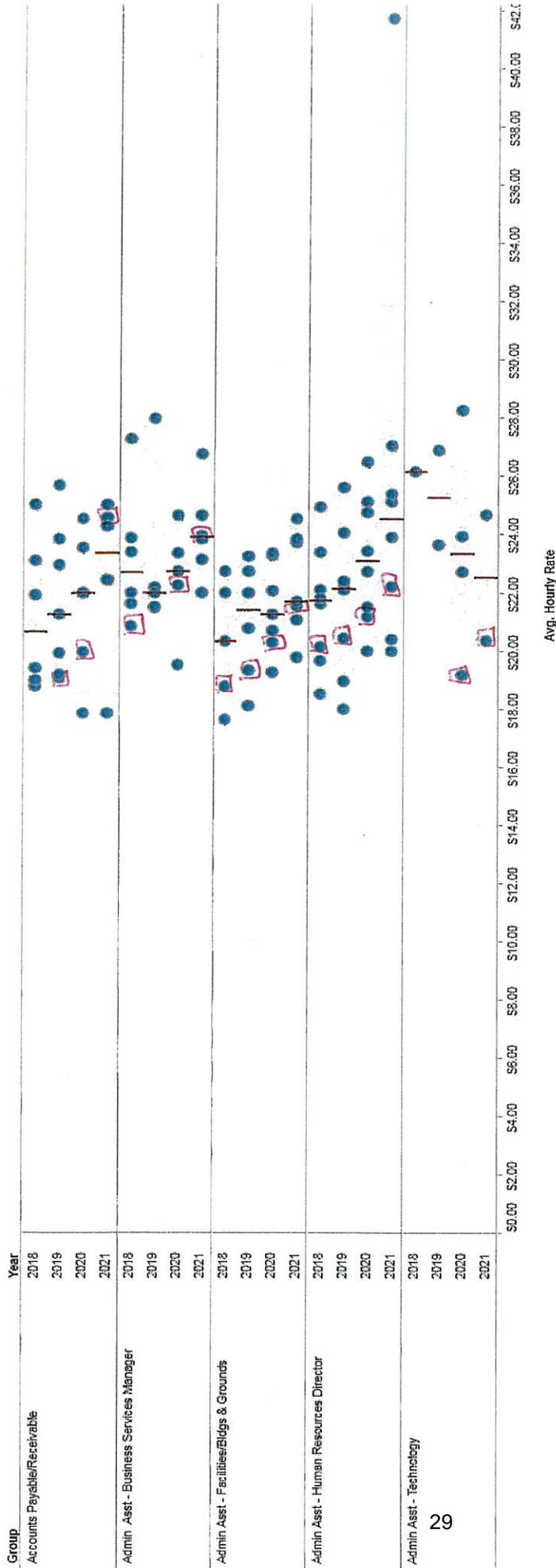
Ave Hourly Wage WCSD XG \$15.33 Median \$15.33
 WCSD Tech \$15.14 Median \$23.58

Administrative Assistants



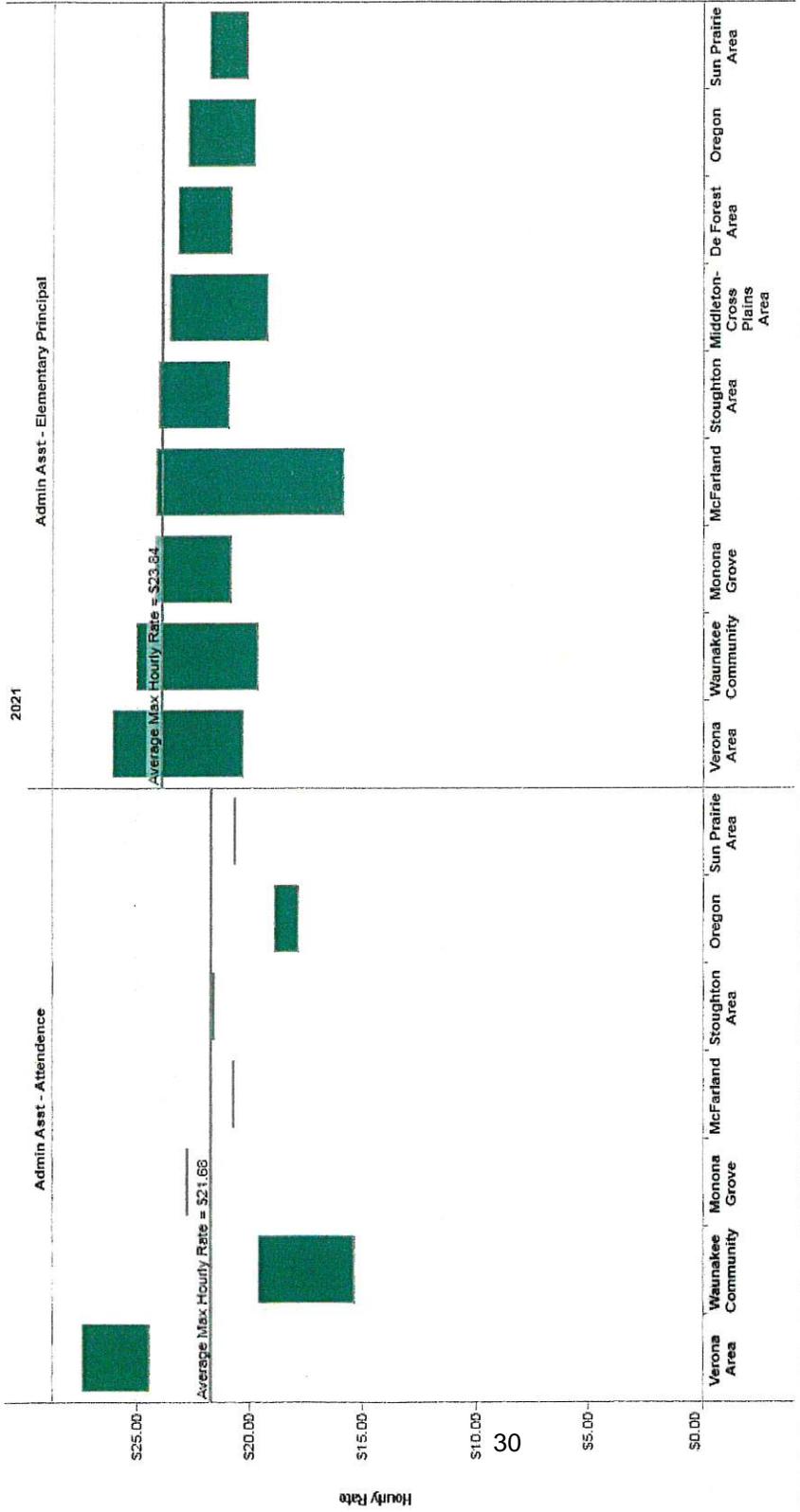


Ave Hourly Wage Level 1 Attendance WCSD \$17.51 Median \$20.76
 Guidance WCSD (HS) \$18.43 Median \$20.64
 Guidance WCSD (MS) \$16.71 Median \$20.34

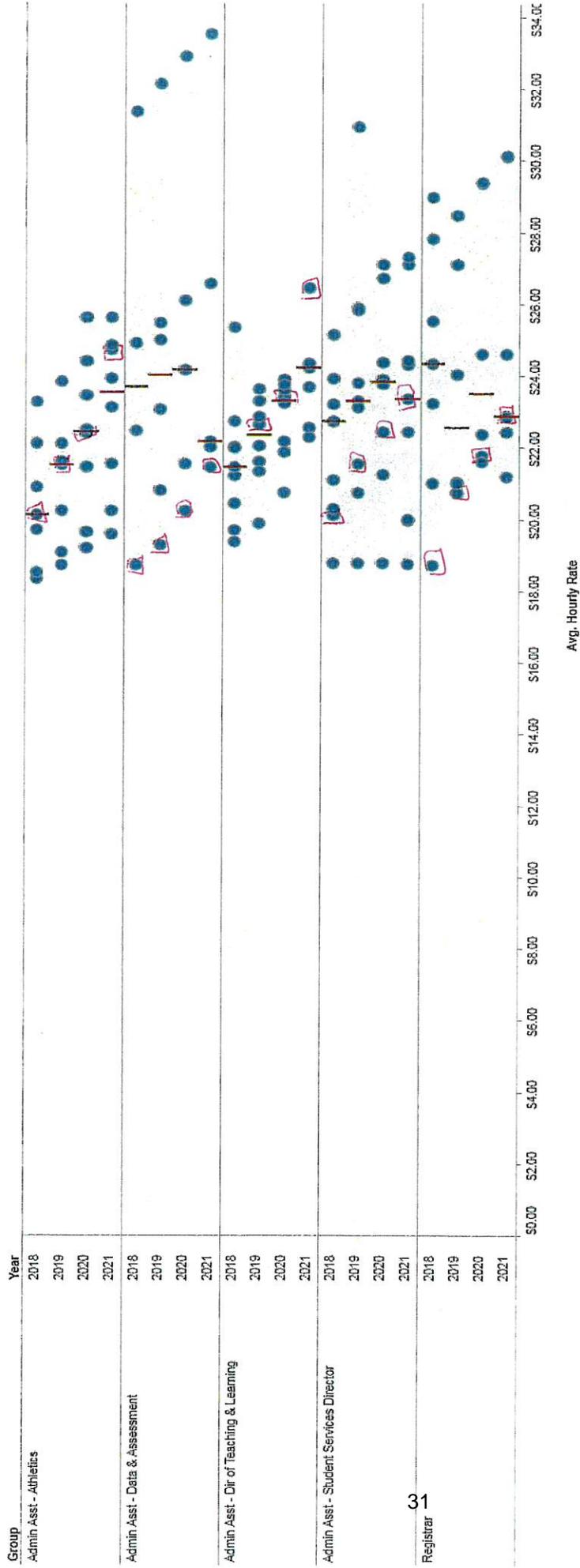


Ave Hourly Wage Level 3

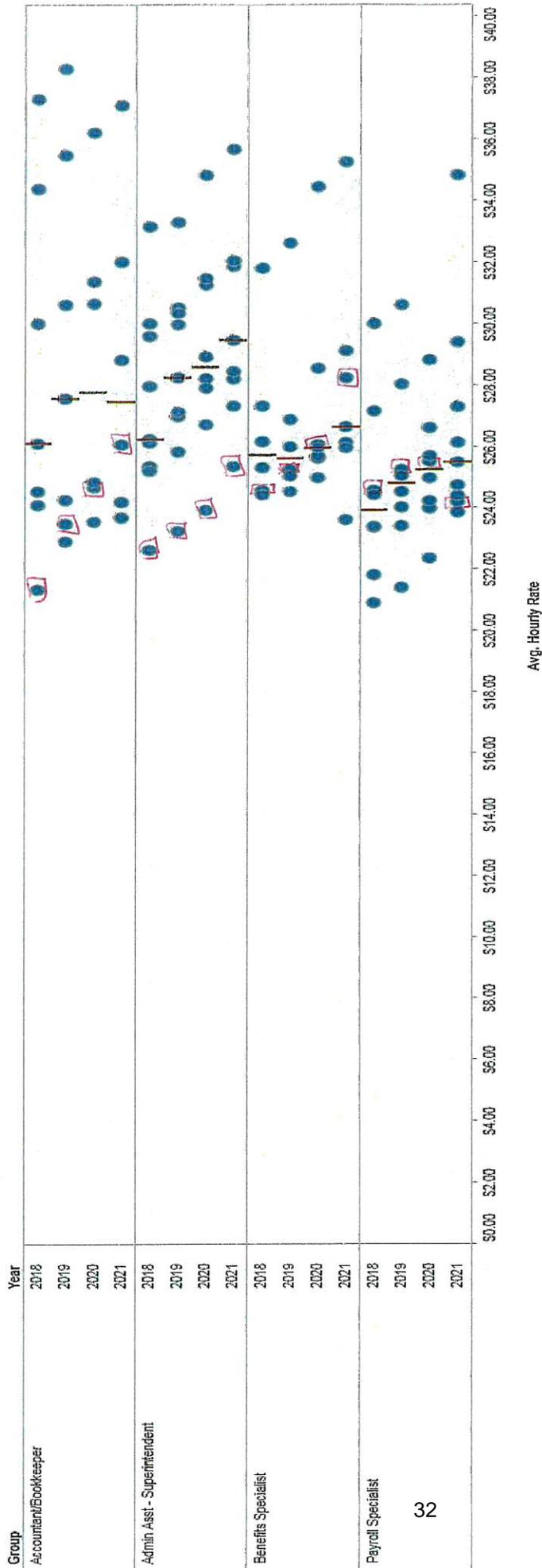
Acct P \$24.58 Median \$23.37
 Bus \$23.96 Median \$23.89
 Build \$21.54 Median \$21.69
 HR \$22.19 Median \$24.53
 Tech \$20.37 Med \$22.53



Hourly Wage Range Att Max \$19.57 Min \$15.36
 Ele Max \$24.98 Min \$19.70



Ave Hourly Wage Level 3Ath \$24.76 Median \$23.55
 Data \$21.49 Median \$22.18
 C&I \$26.48 Median \$24.25
 SS \$23.37 Median \$23.37
 Reg \$22.91 Median \$22.91



Ave Hourly Wage Level 4

Acct \$26.10 Median \$27.47
 Sup \$25.36 Median \$29.47
 Ben \$28.27 Median \$26.66
 Pay \$24.21 Median \$25.50

Draft Teacher Compensation Proposal Comparison to the Current System

Similarities

1. Points are valued at \$3
2. Annual salary increases incorporate experience (set amount of \$400), professional development (up to \$750) and a negotiated CPI amount.
3. The base salary will be advanced annually by calculating the CPI raise amount, evenly distributed across the whole teaching staff.

Differences

1. There won't be a schedule with steps. Teachers will advance at individual rates.
2. The value of a year of experience is \$400
3. Points are only earned for professional development.
4. 10 points per hour of p.d. / 150 points per credit
5. Teachers will be paid for professional development points earned, up to \$750 per year, no minimum level required.
6. Teachers will be able to have 5 year tenure advancements (based on calendar year of hire) of an additional \$750, if they have points available in their bank.
7. New to the profession (3 or less years) and new to the district experienced teachers will get pre-established professional development points for mentor work.