

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

Thursday, December 16, 2021

8:15 AM

Waunakee Community School District
905 Bethel Circle
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 30 Minutes 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. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. 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 in the lobby of the building, 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.

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

A quorum of the Board may be present

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVE AGENDA

IV. PUBLIC COMMENTS

**V. CONTINUED DISCUSSION OF POTENTIAL 2022-23 EARLY
RETIREMENT PACKAGES**

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Discussion and possible action on two retirement package adjustments. An incentive package for members of the teaching staff and an additional HRA benefit for hourly employees.

VI. UPDATE ABOUT THE DISTRICT IMPLEMENTATION OF TRUE TIME

Review of the steps taken to date and upcoming additions. The rollout continues to be advantageous for employees' true compensation (hours worked = hours paid, OT calculation)

and provides the district legal benefits and efficiencies.

VII. ITEMS FOR FUTURE MEETINGS

22/23 Strategies for compensation increases

Hourly staff hiring anniversary date advancement

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.”

Early Retirement Incentive - Teachers

Teaching staff that notify the Human Resources Director of their intent to retire at the conclusion of the 21/22 school year shall be eligible for an additional \$38,000* contribution from the District into their HRA account, following the typical deposit schedule.* (Sept 15, Jan 15, over four years) This additional contribution is in addition to whatever WCSD retirement benefits the employee has already earned for their service to the district.

This benefit is solely being offered to retirements at the conclusion of the 21/22 school year and is not expected to be offered again.

To be eligible for this additional, one-time benefit, teaching staff must:

1. Be age eligible to retire
2. Notify the district of their intent to retire in writing by February 28, 2022.* (The typical retirement declaration timeline is March 15, 2022.)

Teaching staff will still be eligible to declare for a retirement up to March 15, 2022 but after the early retirement declaration deadline of February 28, 2022, they will only be eligible for their earned retirement benefits.

*Three potential adjustments

Amount

Deposit schedule

Declaration date

Retirement Benefit - Hourly Staff

Hourly staff eligible for retirement shall receive a contribution to their HRA of \$500 per each full year of service to the district. This benefit is in addition to HRA contributions based upon unused sick leave. The \$500 benefit will be deposited into the employee HRA at one time, following the district deposit schedule of either September 15 or January 15, depending upon retirement date.

Staff must complete a minimum of ten years of service to earn the full \$500 payment. Staff that have completed less than 10 years of service are eligible for a prorated portion of the payment following the schedule listed below.

After # Years Experience in the Waunakee Community School District	HRA Benefit Eligibility
After 1 year	10%
After 2 years	20%
After 3 years	30%
After 4 years	40%
After 5 years	50%
After 6 years	60%
After 7 years	70%
After 8 years	80%
After 9 years	90%
After 10 years	100%

To be eligible for this benefit, hourly staff must:

1. Retire after June 9, 2022.
2. Be age-eligible for retirement, and follow notification timelines as specified in the handbook.

Timeline

HR Committee Action - December 16

Board Action - January 10, 2022

Announcement to staff - January 11, 2022

Employee Decision Due - February 28, 2021 (Handbook deadline for teacher retirement decision March 15, 2022)

TBD - Retirement Presentation(s) - ETF &/or Retirement Planners

Background information

Current retiree insurance costs

Single: \$721.48 monthly, \$17,315.52 two years

Family: \$1623.73 monthly, \$38,969.52 two years