

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

Monday, May 2, 2022

6:00 PM

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.

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVE AGENDA

IV. PUBLIC COMMENTS

V. STAFF COMPENSATION INCREASES FOR THE 22/23 SCHOOL YEAR 3

Committee review and action on wage increases for all six employee groups. Attachments include the tentatively agreed upon WTA base wage negotiation result and the teacher supplemental (compensation system) wage increase, and the costing estimates for the other five employee groups.

VI. INSURANCE RATE RECOMMENDATIONS FOR THE 22/23 SCHOOL YEAR. 6

Health insurance - No change; final year of the five-year agreement with Dean Health

Plan. The insurance committee will begin a review and discussions of plan design and associated costs for the 23/24 school year.

Dental insurance - No change; We are still gathering information about the dental plan usage with the additional benefits that we added for this school year. June, July, August and September are four of the five highest claims months (plus January). Our current balance is \$457,488 but those five months all have historically been deficit spending months. During the 23/24 school year, the insurance committee will need to review new claims information to determine if additional benefits or changes in rates would be appropriate.

Vision insurance - 7.9% increase; Vision insurance is a voluntary offering and our insurance carrier (Delta Vision) offered a renewal at an increased rate due to our past 24 months of plan usage.

VII. 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.”

Board of Education Initial Proposal

Presented to the WTA

April 19, 2022

The following proposal represents the initial proposal of the Board of Education for an agreement with the WTA, commencing on July 1, 2022. The Board of Education reserves the right to add to, modify, or delete this proposal.

1. AGREEMENT between WAUNAKEE COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION and the WTA, July 1, 2022 - June 30, 2023.
2. A base wage increase of 4.70%.

Teachers	365 staff	
	PD points	\$273,750.00
	Yr of service	\$146,000.00
	5 yr - 58 T	\$43,500.00
	Adv Degree	
	Base Increase CPI	\$1,036,422.00
	Total	\$1,499,672.00

Administrative Assistants		
	Step Mov't	\$25,287.00
	4.7% CPI increase	\$75,610.00
Classified Staff	Step Mov't	\$44,128.00
	4.7% CPI increase	\$131,526.00
Custodial & Maintenance	Step Mov't	\$24,827.00
	4.7% CPI increase	\$84,591.00
Admin / Admin Support	4.7% CPI increase	\$215,940.00
	Catch up pay	\$5,600.00
	Total	\$607,509.00

Waunakee Community School District

Renewal Rate Summary

Benefit	Carrier	Renewal Date	Monthly Rates/Fees			
			Tier / Benefit	Current	Renewal	Increase
Medical	Dean Health Plan	7/1/2022	HMO - \$30 OV Copay / \$100 Ded / \$10/\$25/\$50 Rx			
			Single	\$721.48	\$721.48	0.0%
			Family	\$1,623.33	\$1,623.33	0.0%
			POS / PPO - \$30 OV Copay / \$100 Ded / \$10/\$25/\$50 Rx			
			Single	\$807.31	\$807.31	0.0%
			Family	\$1,816.45	\$1,816.45	0.0%
Dental	Delta Dental of WI	7/1/2022	Admin Fee	\$4.20	\$4.20	0.0%
			Funding			
			Single	\$59.40	\$59.40	0.0%
			Family	\$133.10	\$133.10	0.0%
Vision	Delta Vision	7/1/2022				
			Single	\$8.55	\$9.23	7.9%
			Family	\$21.29	\$22.97	7.9%
Ren rates guaranteed through 6/30/26						