

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

Thursday, February 9, 2023

7:30 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](mailto: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. INSURANCE COMMITTEE HEALTH PLAN RECOMMENDATION 3**

The District Insurance Committee has created a plan structure recommendation for the 23/24 plan year, using the three percent (3%) increased district contribution in the current budget drafts.

The Insurance Committee used market data, peer district comparison, advice from USI, and a survey of WCSD staff to create the attached plan.

The plan involves an increase in both deductible and co-pay levels in the traditional HMO

and POS options and a new high deductible / health savings account option.

The second attachment helps to provide the peer district comparison, with the caveat that some districts are in simultaneous plan design change processes.

**VI. HOURLY STAFF EVALUATION CHANGE**

The increased rates of staff change in hourly roles has created a challenge for supervisors in the area of evaluation due to the volume of evaluations needed. The current handbook (section 10.0) states that employees will be evaluated in their first three years of employment in the district and every third year after that.

This proposed change would read that an employee will be evaluated in their first year of employment and every third year after that, unless the employee requests it or their supervisor feels that it is necessary.

**VII. SUPERINTENDENT HIRING PROCESS DISCUSSION**

The administration will share information gathered from the Wisconsin Education Convention and area / peer districts recently involved in hiring a superintendent in preparation for the full Board discussion on 2/13/2023.

**VIII. STAFF CLIMATE DATA REVIEW**

**6**

All regular staff (611 individuals) were invited to complete a comprehensive climate survey focused on their employment in WCSD. 457 (75%) employees responded (415 fully completed - 68%).

District administration discussed the survey results in January and buildings are currently reviewing their specific data and creating action plans for next steps and sharing of data to staff. Followup surveys are a part of developing plans. District level data has been shared with the WTA.

**IX. REVIEW DEI AD HOC COMMITTEE RECOMMENDATIONS**

**47**

Discuss HR-related DEI Ad Hoc Committee recommendations, current status, actions taken to date and potential next steps

**X. 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.”

# Waunakee Community School District



## GROUP MEDICAL INSURANCE 7/1/23 Renewal - 3% District Increase

Year	Current		Copay and Deductible Increase		HSA Option
Carrier	DeanHealthPlan A member of SSM Health		DeanHealthPlan A member of SSM Health		DeanHealthPlan A member of SSM Health
Plan	Dean HMO	Dean POS	Dean HMO	Dean POS	Dean HMO

**In-Network Benefits**  
*For more details please refer to the Summary of Benefits & Coverage*

COVERAGE BASICS	Current		Copay and Deductible Increase		HSA Option
In Network Deductible (Single / Family)	\$100/\$200	\$100/\$200	\$750 / \$1,500	\$750 / \$1,500	\$3,000 / \$6,000
Out of Network Deductible (Single / Family)	N/A	\$200/\$400	N/A	\$1,500 / \$3,000	N/A
Coinsurance (In Network / Out of Network)	100% / N/A	100% / 90%	100% / N/A	100% / 80%	100% / N/A
In Network Ded/Coinsurance Limit (Single / Family)	\$100/\$200	\$100/\$200	\$750 / \$1,500	\$750 / \$1,500	\$3,000 / \$6,000
Out of Network Ded/Coinsurance Limit (Single / Family)	N/A	\$600/\$1,200	N/A	\$3,000 / \$6,000	N/A
In Network Out-of-Pocket Maximum (Single / Family)	\$7,150 / \$14,300	\$7,150 / \$14,300	\$7,150 / \$14,300	\$7,150 / \$14,300	\$3,000 / \$6,000
Out of Network Out-of-Pocket Maximum (Single / Family)	N/A	\$14,300 / \$28,600	N/A	\$14,300 / \$28,600	N/A
ADDITIONAL COVERAGE DETAILS					
In Network Primary Care OV / Specialist Care OV	\$30 Copay	\$30 Copay	\$50 Copay	\$50 Copay	Ded / 100% Coins
Out of Network Primary Care OV / Specialist Care OV	N/A	Ded, 90% Coins	N/A	Ded, 80% Coins	N/A
In Network Urgent Care / Emergency Room	\$30 Copay / \$100 Copay	\$30 Copay / \$100 Copay	\$50 Copay / \$100 Copay	\$50 Copay / \$100 Copay	Ded / 100% Coins
Out of Network Urgent Care / Emergency Room	N/A	\$30 Copay / \$100 Copay	N/A	\$50 Copay / \$100 Copay	N/A
Prescription Drugs <i>Tier 1 / Tier 2 / Tier 3 / Tier 4</i>	\$10 / \$25 / \$50	\$10 / \$25 / \$50	\$10 / \$25 / \$50 / 30%	\$10 / \$25 / \$50 / 30%	Ded / 100% Coins

	Current		Copay and Deductible Increase		HSA Option
<b>Active Employees Only</b>	<u>Dean HMO</u>	<u>Dean POS</u>	<u>Full Census</u>		
Employee Only	115	11	126		
Family Coverage	281	35	316		
Total Employees	396	46	442		
<b>Average Monthly Premiums</b>	<b>Estimated Premiums</b>		<b>Estimated Premiums</b>		<b>Estimated Premiums</b>
Employee Only	721.48	807.31	742.48	830.81	557.84
Family Coverage	1,623.33	1,816.45	1,670.58	1,869.32	1,255.14
<b>Total Monthly Premium Cost</b>	<b>\$539,125.93</b>	<b>\$72,456.16</b>	<b>\$554,817.19</b>	<b>\$74,565.00</b>	<b>\$416,846.78</b>
<b>Total Annual Premium Cost</b>	<b>\$7,338,985.08</b>		<b>\$7,552,586.24</b>		<b>\$5,674,429.87</b>
<b>Percentage Change</b>			2.91%	-22.68%	
<b>Employer Premium Contribution Percentages</b>	<b>88% of the HMO plan</b>		<b>88% of the HMO plan</b>		<b>88%</b>
Employee Only	88%		88%		88%
Family Coverage	88%		88%		88%
<b>Employer Monthly Premium Contributions</b>					
Employee Only	634.90	634.90	653.38	653.38	490.90
Family Coverage	1,428.53	1,428.53	1,470.11	1,470.11	1,104.53
<b>Total Monthly Employer Premium Contribution</b>	<b>\$474,430.82</b>	<b>\$56,982.49</b>	<b>\$488,239.13</b>	<b>\$58,640.97</b>	<b>\$366,825.16</b>
<b>Total Annual Employer Premium Contribution</b>	<b>\$6,376,959.71</b>		<b>\$6,562,561.12</b>		<b>\$4,930,601.47</b>
<b>Percentage Change</b>			2.91%	-22.68%	
<b>HSA Contributions</b>					
Annual Contribution for Employee Only					1950.00
Annual Contribution for Family Coverage					4400.00
<b>Total Annual HSA Contributions</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,460,650.00</b>
<b>Total Monthly Employer Cost</b>	<b>\$474,430.82</b>	<b>\$56,982.49</b>	<b>\$488,239.13</b>	<b>\$58,640.97</b>	<b>\$488,546.00</b>
<b>Total Annual Employer Cost</b>	<b>\$6,376,959.71</b>		<b>\$6,562,561.12</b>		<b>\$6,566,701.47</b>
<b>Percentage Change</b>			2.91%	2.98%	

<b>Employee Monthly Premium Contributions</b>					
Employee Only	86.58	172.41	89.10	177.43	66.94
Family Coverage	194.80	387.92	200.47	399.21	150.62
<b>Total Monthly Employee Premium Contribution</b>	<b>\$64,695.11</b>	<b>\$15,473.67</b>	<b>\$66,578.06</b>	<b>\$15,924.03</b>	<b>\$50,021.61</b>
<b>Total Annual Employee Premium Contribution</b>	<b>\$962,025.37</b>		<b>\$990,025.12</b>		<b>\$743,828.40</b>
<b>Percentage Change</b>			2.91%	-22.68%	

**\*\*Waunakee Wellness Clinic:** For all non-HSA plans, clinic will continue to be no cost. For the HSA plan, IRS regulations dictate non-preventative care needs to have a Plan information shown is for comparison purposes only and does not represent all features or limitations. If any discrepancy exists between benefits shown and carriers' proposals, the carrier proposal controls. Final rates and acceptance subject to actual enrollment and effective date.

Unless specifically otherwise provided in a written agreement created between the parties, USI's standard of care and legal duty to its clients to provide insurance products and services is: to follow the instructions of the insured, in good faith.

**CONFIDENTIAL AND PROPRIETARY:** This document and the information contained herein is confidential and proprietary information of USI Insurance Services LLC ("USI"). Recipient agrees not to copy, reproduce or distribute this document, in whole or in part, without the prior written consent of USI. Estimates are illustrative given data limitation, may not be cumulative and are subject to change based on carrier underwriting.

	DeForest	Fort Atkinson	Lodi	Marshall	Middleton	Milton	Milton	Monona Grove	Monona Grove	Monroe	Monroe	Mount Horeb	Mount Horeb	Oregon	Portage
Plan Year	2022/23	2022/2023	2022/2023	2022/2023	2023	2022/2023	2022/2023	2023	2023	2023	2023	2022/2023	2022/2023	2022/2023	2022/2023
<b>Health Coverage</b>	HMO	HMO HSA	HMO	HMO	HMO	POS/PPO HRA	HMO HSA	HMO	HMO	HMO HSA	HMO	HMO	POS	HMO	POS/PPO HSA
<b>Carrier / TPA</b>	GHC	Dean	Dean	Quartz	Dean	Dean	Dean	Dean	Quartz	Dean	Dean	Quartz	Quartz	GHC	Dean
<b>HRA/H.S.A. Contribution (Single/Family)</b>	N/A	\$2,750/\$5,500	N/A	\$2,250/\$4,500	N/A	\$2,150/\$4,050	\$2,750/\$5,500	N/A	N/A	\$2,400 / \$4,800	N/A	N/A	N/A	N/A	\$2,000/\$4,000
<b>Deductible (Single/Family)</b>	\$0 / \$0	\$3,000/\$6,000	\$500/\$1,000	\$4,000/\$8,000	\$100/\$200	\$2,500 / \$5,000	\$3,000/\$6,000	\$200/\$400	\$200/\$400	\$3,000/\$6,000	\$100/\$200	\$100/\$200	\$100/\$200	\$500/\$1,000	\$3,000/\$6,000
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	N/A	Not Covered	\$5,000 / \$10,000	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	\$200/\$400	Not covered	\$6,000/\$12,000
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	N/A	Not Covered	80%	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	90%	Not covered	80%
<b>Coinsurance</b>	80%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	N/A	Not Covered	80%	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	90%	Not covered	80%
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	N/A	Not Covered	80%	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	90%	Not covered	80%
<b>Ded/Coins Limit (Single/Family)</b>	\$0 / \$0	\$3,000/\$6,000	\$500/\$1,000		\$100/\$200	\$2,500 / \$5,000	\$3,000/\$6,000	\$200/\$400	\$200/\$400	\$3,000/\$6,000	\$100/\$200	\$600/\$1,200	\$600/\$1,200	\$500/\$1,000	\$3,000/\$6,000
<b>In-Network</b>	Not Covered	Not Covered	Not Covered		Not Covered	\$10,000 / \$20,000	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	\$600/\$1,200	Not covered	\$12,000/\$24,000
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered		Not Covered	\$10,000 / \$20,000	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	\$600/\$1,200	Not covered	\$12,000/\$24,000
<b>Max OOP (with copays) (Single/Family)</b>	\$1,000 / \$2,000	\$3,000/\$6,000	\$1,500/\$3,000 Med \$2,000 / \$4,000 Rx	\$4,000/\$8,000	\$7,150/\$14,300	\$7,150/\$14,300	\$3,000 / \$6,000	\$6,600/\$13,200	\$6,600/\$13,200	\$3,000/\$6,000	\$7,150/\$14,300	\$600/\$1,200 medical, \$2,000/\$4,000 prescription	\$600/\$1,200 medical, \$2,000/\$4,000 prescription	\$4,600/\$9,200 medical, \$2,000/\$4,000 prescription	\$3,000/\$6,000
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	N/A	Not Covered	\$14,300/\$28,600	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	\$600/\$1,200 medical, \$2,000/\$4,000 prescription	Not covered	\$12,000/\$24,000
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	N/A	Not Covered	\$14,300/\$28,600	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	\$600/\$1,200 medical, \$2,000/\$4,000 prescription	Not covered	\$12,000/\$24,000
<b>Office Visits</b>	PCP: \$0 / Specialist: \$75	Ded/Coins	\$25 Copay	Ded, 100% coins	\$20 Copay	Ded, Coins	Ded, Coins	100% Coverage	100% Coverage	Ded, Coins	\$20 Copay	\$30 Copay	\$30 Copay	\$25 Copay	Ded, Coins
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Not Covered	Ded, Coins	Ded, Coins	100% Coverage	100% Coverage	Not Covered	Not Covered	N/A	Ded, Coins	Not covered	Ded, Coins
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	Ded, Coins	Not covered	Ded, Coins
<b>Preventive Care</b>	100% Coverage	100% Coverage	100% Coverage	100% coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Not Covered	Ded, Coins	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	Ded, Coins	Not covered	Ded, Coins
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Not Covered	Ded, Coins	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	Ded, Coins	Not covered	Ded, Coins
<b>Inpatient Hospital Services</b>	Ded, Coins	Ded, Coins	Ded, Coins	Ded, 100% coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Ded, Coins	Ded, Coins	Not Covered	Not Covered	Not Covered	Not Covered	Ded, 80% Coins	N/A	Ded, Coins	Ded, Coins	Ded, Coins
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Ded, Coins	Ded, Coins	Not Covered	Not Covered	Not Covered	Not Covered	Ded, 80% Coins	N/A	Ded, Coins	Ded, Coins	Ded, Coins
<b>Outpatient Hospital Services</b>	Ded, Coins	Ded, Coins	Ded, Coins	Ded, 100% coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins
<b>In-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Ded, Coins	Ded, Coins	Not Covered	Not Covered	Not Covered	Not Covered	Ded, 80% Coins	N/A	Ded, Coins	Ded, Coins	Ded, Coins
<b>Out-of-Network</b>	Not Covered	Not Covered	Not Covered	Not covered	Ded, Coins	Ded, Coins	Not Covered	Not Covered	Not Covered	Not Covered	Ded, 80% Coins	N/A	Ded, Coins	Ded, Coins	Ded, Coins
<b>Urgent Care</b>	100% Coverage	Ded, Coins	\$25 Copay	Ded, 100% coins	\$20 Copay	Ded, Coins	Ded, Coins	100% Coverage	100% Coverage	Ded, Coins	\$20 Copay	\$30 Copay	\$30 Copay	\$25 Copay	Ded, Coins
<b>In-Network</b>	Ded, Coins	IN Ded, IN Coins	\$25 Copay	Ded, 100% coins	\$20 Copay	IN Ded, IN Coins	IN Ded, IN Coins	100% Coverage	100% Coverage	Ded, Coins	\$20 Copay	\$30 Copay	\$30 Copay	\$25 Copay	IN Ded, IN Coins
<b>Out-of-Network</b>	Ded, Coins	IN Ded, IN Coins	\$25 Copay	Ded, 100% coins	\$20 Copay	IN Ded, IN Coins	IN Ded, IN Coins	100% Coverage	100% Coverage	Ded, Coins	\$20 Copay	\$30 Copay	\$30 Copay	\$25 Copay	IN Ded, IN Coins
<b>Emergency Room</b>	\$250 Copay	Ded, Coins	\$200 Copay	Ded, 100% coins	\$100 Copay	\$100 copay	IN Ded, IN Coins	\$150 Copay	\$150 Copay	Ded, Coins	\$100 Copay	\$75 copay	\$75 copay	\$100 Copay	Ded, Coins
<b>In-Network</b>	Ded, Coins	IN Ded, IN Coins	\$200 Copay	Ded, 100% coins	\$100 Copay	\$100 copay	IN Ded, IN Coins	\$150 Copay	\$150 Copay	Ded, Coins	\$100 Copay	\$75 copay	\$75 copay	\$100 Copay	IN Ded, IN Coins
<b>Out-of-Network</b>	Ded, Coins	IN Ded, IN Coins	\$200 Copay	Ded, 100% coins	\$100 Copay	\$100 copay	IN Ded, IN Coins	\$150 Copay	\$150 Copay	Ded, Coins	\$100 Copay	\$75 copay	\$75 copay	\$100 Copay	IN Ded, IN Coins
<b>Retail Prescription Drugs</b>	\$10/\$30/\$50/\$100 N/A	Ded, Coins	\$10/\$25/\$50	Ded, 100% coins Ded, 100% coins	\$6/\$20/\$30	\$10/\$35/\$60/\$100	Ded, Coins	\$5/\$15/\$35	\$5/\$15/\$35	Ded, Coins	\$5/\$20/\$30	\$10/\$25/\$50/\$200 \$5 Rx Outcomes	\$10/\$25/\$50/\$200 \$5 Rx Outcomes	\$10/\$30/\$60	Ded, Coins
<b>Tier 1 / Tier 2 / Tier 3... Value Tier</b>	Ded, Coins	IN Ded, IN Coins	\$200 Copay	Ded, 100% coins	\$100 Copay	\$100 copay	IN Ded, IN Coins	\$150 Copay	\$150 Copay	Ded, Coins	\$100 Copay	\$75 copay	\$75 copay	\$100 Copay	IN Ded, IN Coins
<b>Monthly Premium</b>	\$693.00	\$666.49	\$831.45	\$610.89	\$654.72	\$683.31	\$526.36	\$730.50	\$713.69	\$507.32	\$792.68	\$740.12	\$802.81	\$757.36	\$704.07
<b>Single Limited Family</b>	\$1,784.00	\$1,832.85	\$1,882.40	\$1,588.32	\$1,636.78	\$1,605.78	\$1,236.95	\$1,818.94	\$1,777.09	\$1,146.53	\$1,791.46	\$1,680.07	\$1,822.38	\$1,704.07	\$1,619.36
<b>Family</b>	90% with wellness requirement; 87% without	88%	77% of Single 74% of Family	88.0%	88% of HMO if wellness requirement completed, 85% of HMO if not	Non-Support Staff: 87.4%	Non-Support Staff: 87.4%	90%	90%	90% with HA or 80% without HA	90% with HA or 80% without HA	88% of the HMO	88% of the HMO	90% of HMO if biometrics completed, 87% of HMO if not	84% of single plan, or 79% of family plan
<b>Employer Contribution</b>	10% with wellness requirement; 13% without	12%	23% of Single 26% of Family	12%	The difference between the 88% or 85% district contribution of the HMO	Non-Support Staff: 12.6%	Non-Support Staff: 12.6%	10%	10%	10% with HA or 20% without HA	10% with HA or 20% without HA	12% of the HMO	12% of the HMO	The difference between the 90% or 87% district contribution of the HMO	16% of single plan, or 21% of family plan
<b>Employee Contribution</b>	Single: \$69.30 Family: \$178.40	Single: \$69.01 Family: \$219.94	Single: \$189.78 Family: \$449.07	Single: \$73.31 Family: \$190.60	Single: \$78.57 Family: \$196.41	Non Support Staff: \$86.09 Family: \$201.79	Non-Support Staff: \$66.32 Family: \$165.86	Single: \$73.05 Family: \$181.89	Single: \$71.37 Family: \$177.71	Single: \$50.73 Family: \$114.65	Single: \$79.27 Family: \$179.15	Single: \$88.84 Family: \$201.61	Single: \$151.50 Family: \$343.92	Single: \$75.74 Family: \$170.41	Single: \$83.87 Family: \$246.58
<b>Employee Contribution (Dollar Amount - Assumed Wellness Participation)</b>	Single: \$69.30 Family: \$178.40	Single: \$69.01 Family: \$219.94	Single: \$189.78 Family: \$449.07	Single: \$73.31 Family: \$190.60	Single: \$78.57 Family: \$196.41	Non Support Staff: \$86.09 Family: \$201.79	Non-Support Staff: \$66.32 Family: \$165.86	Single: \$73.05 Family: \$181.89	Single: \$71.37 Family: \$177.71	Single: \$50.73 Family: \$114.65	Single: \$79.27 Family: \$179.15	Single: \$88.84 Family: \$201.61	Single: \$151.50 Family: \$343.92	Single: \$75.74 Family: \$170.41	Single: \$83.87 Family: \$246.58

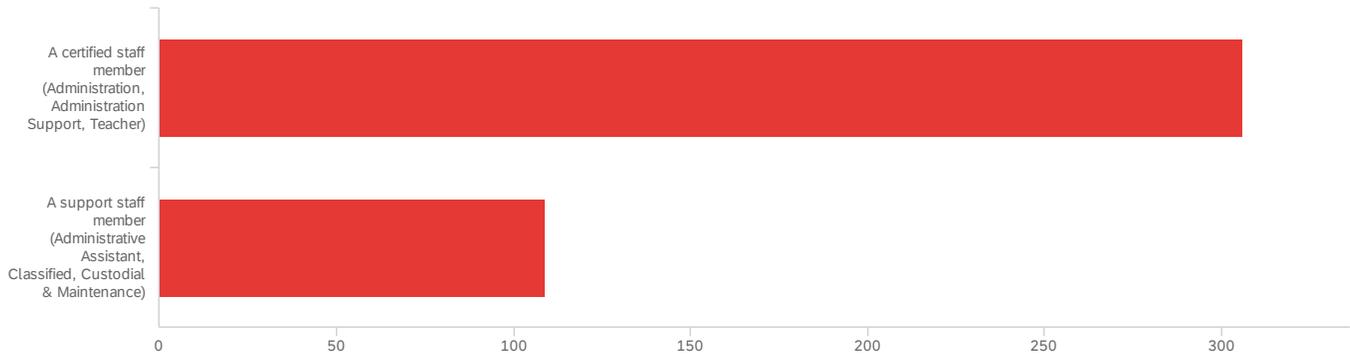
	Poynette	Sauk Prairie	Stoughton	Sun Prairie	Watertown	Watertown	Watertown	Waunakee	Waunakee	Whitewater	Whitewater
Plan Year	2022/2023	2022/2023	2022/2023	2023	2023	2023	2023	2023/2024	2023/2024	2022/2023	2022/2023
<b>Health Coverage</b>	HMO	HMO HRA	HMO HRA	HMO	HMO	HMO	HSA HMO	HMO	HSA HMO	HMO HDHP	HMO HDHP
<b>Carrier / TPA</b>	GHC	Dean	Dean	Dean	Quartz	Quartz	Quartz	Dean	Dean	Mercy	Dean
<b>HRA/H.S.A. Contribution (Single/Family)</b>	\$1,500/\$3,000	\$2,750/\$5,500	\$2,750/\$5,500	N/A	N/A	N/A	\$0 / \$0	N/A	\$1,950 / \$4,400	\$1,500 / \$3,000	\$1,500 / \$3,000
<b>Deductible (Single/Family)</b>	\$2,000/\$4,000	\$3,000/\$6,000	\$3,000/\$6,000	\$200/\$400	\$550 / \$1,100	\$1,100 / \$2,200	\$1,500 / \$3,000	\$750/\$1,500	\$3,000/\$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000
<b>In-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Coinsurance</b>	100%	100%	100%	80%	100%	100%	100%	100%	100%	100%	100%
<b>In-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Ded/Coins Limit (Single/Family)</b>		\$3,000/\$6,000	\$3,000/\$6,000	\$400/\$800	\$550 / \$1,100	\$1,100 / \$2,200	\$1,500 / \$3,000	\$750 / \$1,500	\$3,000/\$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000
<b>In-Network</b>		Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>		Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Max OOP (with copays) (Single/Family)</b>	\$4,850/\$9,700 (medical) \$1,500/\$3,000 (Pharmacy)	\$3,000/\$6,000	\$3,000/\$6,000	\$7,150/\$14,300	\$7,350 / \$14,700	\$7,350 / \$14,700	\$6,850 / \$13,700	\$7,150/\$14,300	\$3,000/\$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000
<b>In-Network</b>		Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>		Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Office Visits</b>											
<b>In-Network</b>	Ded, 100% Coins	Ded, 100% Coins	Ded, Coins	\$30 Copay	\$20 Copay PCP / \$50 Copay Specialist	\$20 Copay PCP / \$50 Copay Specialist	Ded, Coins	\$50 Copay	Ded, Coins	Ded, Coins	Ded, Coins
<b>Out-of-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Preventive Care</b>	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage	100% Coverage
<b>In-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Inpatient Hospital Services</b>	Ded, Coins	Ded, 100% Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins
<b>In-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Outpatient Hospital Services</b>	Ded, Coins	Ded, 100% Coins	Ded, Coins	Ded, Coins	Ded/Coins	Ded/Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins	Ded, Coins
<b>In-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Out-of-Network</b>	N/A	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	N/A	N/A
<b>Urgent Care</b>	Ded, 100% Coins	Ded, 100% Coins	Ded, Coins	\$30 Copay	\$100 Copay	\$100 Copay	Ded, Coins	\$50 Copay	Ded, Coins	Ded, Coins	Ded, Coins
<b>In-Network</b>	IN Ded, IN Coins	Ded, 100% Coins	IN Ded, IN Coins	\$30 Copay	\$100 Copay	\$100 Copay	Ded, IN Network Coins	\$50 Copay	IN Ded, IN Coins	IN Ded, IN Coins	IN Ded, IN Coins
<b>Out-of-Network</b>	IN Ded, IN Coins	Ded, 100% Coins	IN Ded, IN Coins	\$30 Copay	\$100 Copay	\$100 Copay	Ded, IN Network Coins	\$50 Copay	IN Ded, IN Coins	IN Ded, IN Coins	IN Ded, IN Coins
<b>Emergency Room</b>	\$100 copay	Ded, 100% Coins	Ded, Coins	\$250 Copay	\$100 Copay	\$100 Copay	Ded, Coins then \$100	\$100 Copay	Ded, Coins	Ded, Coins	Ded, Coins
<b>In-Network</b>	\$100 copay	Ded, 100% Coins	IN Ded, IN Coins	\$250 Copay	\$100 Copay	\$100 Copay	Ded, IN Network Coins, then \$100	\$100 Copay	IN Ded, IN Coins	IN Ded, IN Coins	IN Ded, IN Coins
<b>Out-of-Network</b>	\$100 copay	Ded, 100% Coins	IN Ded, IN Coins	\$250 Copay	\$100 Copay	\$100 Copay	Ded, IN Network Coins, then \$100	\$100 Copay	IN Ded, IN Coins	IN Ded, IN Coins	IN Ded, IN Coins
<b>Retail Prescription Drugs</b>	\$10/\$20/\$30	Ded, 100% Coins	Ded, Coins	\$10/\$25/\$50	\$5/\$25/\$50	\$5/\$25/\$50	Ded, Coins	\$10/\$25/\$50/30%	Ded, Coins	Ded, Coins	Ded, Coins
<b>Tier 1 / Tier 2 / Tier 3... Value Tier</b>					N/A	N/A	N/A	N/A		N/A	N/A
<b>Monthly Premium</b>	\$580.49	\$422.72 \$908.85	\$584.76	\$581.49	\$961.32	\$900.92	\$839.75	\$742.48	\$557.84	\$598.60	\$542.07
<b>Single Limited Family</b>											
<b>Family</b>	\$1,494.04	\$1,231.81	\$1,326.24	\$1,511.88	\$2,403.34	\$2,252.32	\$2,099.39	\$1,670.58	\$1,255.14	\$1,358.80	\$1,230.50
<b>Employer Contribution</b>	88%	88%	90% of the HMO with HA or 85% of the HMO without	88% of Traditional HMO	87%	92%	96%	85% with no wellness activity, 88% with visit to the Wellness Clinic NP, 90% if up to date on screenings	88% of HMO if biometrics completed, 85% of HMO if not	87.4%	87.4%
<b>Employee Contribution</b>	12%	12.0%	Difference between the 90% or 85% district contribution of the HMO	Difference between 88% of the district contribution to the traditional HMO	13%	8%	4%	15% with no wellness activity, 12% with visit to the Wellness Clinic NP, 10% if up to date on screenings	The difference between the 88% or 85% district contribution of the HMO	12.6%	12.6%
<b>Employee Contribution (Dollar Amount - Assumed Wellness Participation)</b>	Single: \$69.66 Family: \$179.28	Single: \$50.73 EE+1: \$109.06 Family: \$147.82	Single: \$58.48 Family: 132.62	Single: \$69.78 Family: \$181.43	Single: \$124.97 Family: \$312.43	Single: \$72.07 Family: \$180.19	Single: \$33.59 Family: \$83.98	Single: \$89.10 Family: \$200.47	Single: \$66.94 Family: \$150.62	Single: \$75.42 Family: \$171.21	Single: \$68.30 Family: \$155.04

# Default Report

WCSD Staff Climate & Engagement Survey

January 25, 2023 2:24 PM CST

## Q1 - I am ...



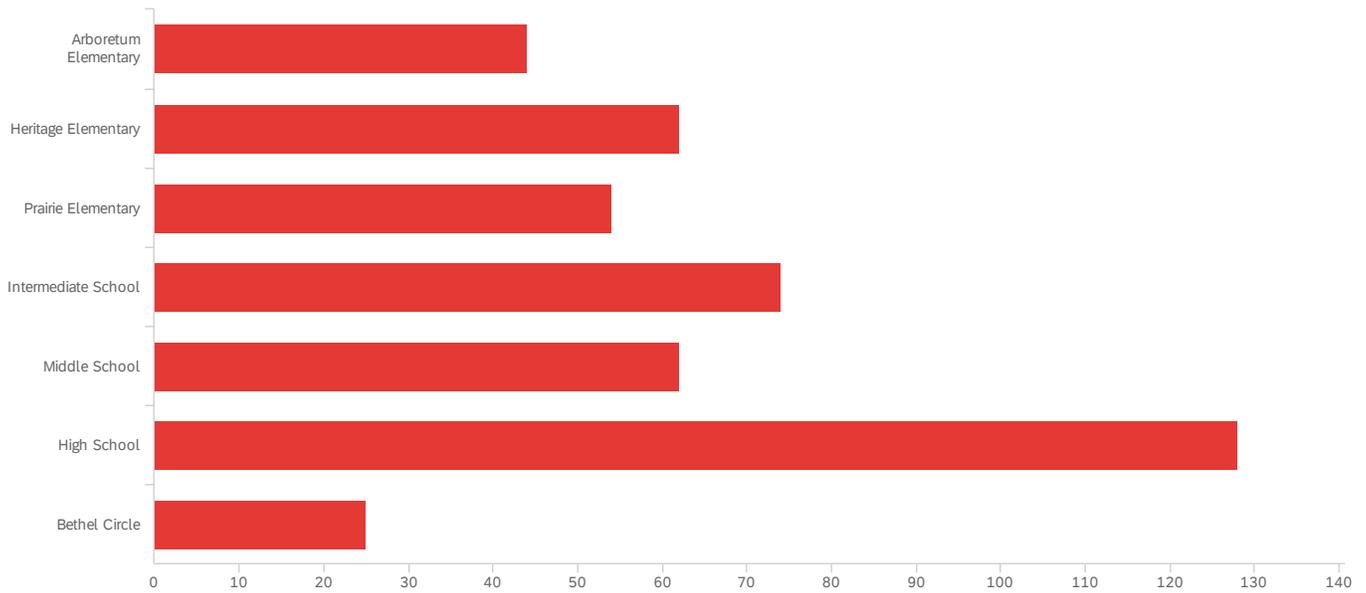
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am ...	1.00	2.00	1.26	0.44	0.19	415

#	Field	Choice Count
1	A certified staff member (Administration, Administration Support, Teacher)	73.73% 306
2	A support staff member (Administrative Assistant, Classified, Custodial & Maintenance)	26.27% 109

415

Showing rows 1 - 3 of 3

## Q2 - My primary work location is ...

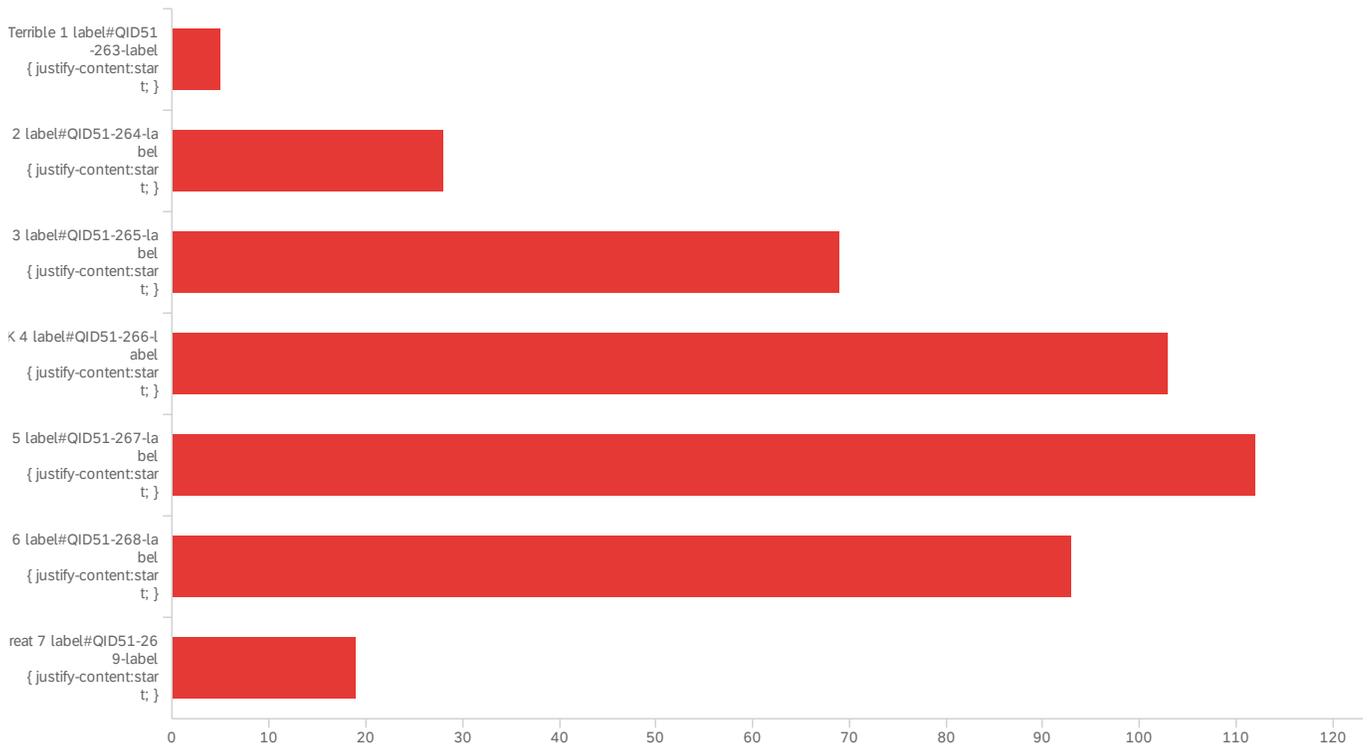


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My primary work location is ...	1.00	7.00	4.18	1.82	3.30	449

#	Field	Choice Count
1	Arboretum Elementary	9.80% 44
2	Heritage Elementary	13.81% 62
3	Prairie Elementary	12.03% 54
4	Intermediate School	16.48% 74
5	Middle School	13.81% 62
6	High School	28.51% 128
7	Bethel Circle	5.57% 25
		449

Showing rows 1 - 8 of 8

## Q51 - How have you been feeling over the last two weeks at work?

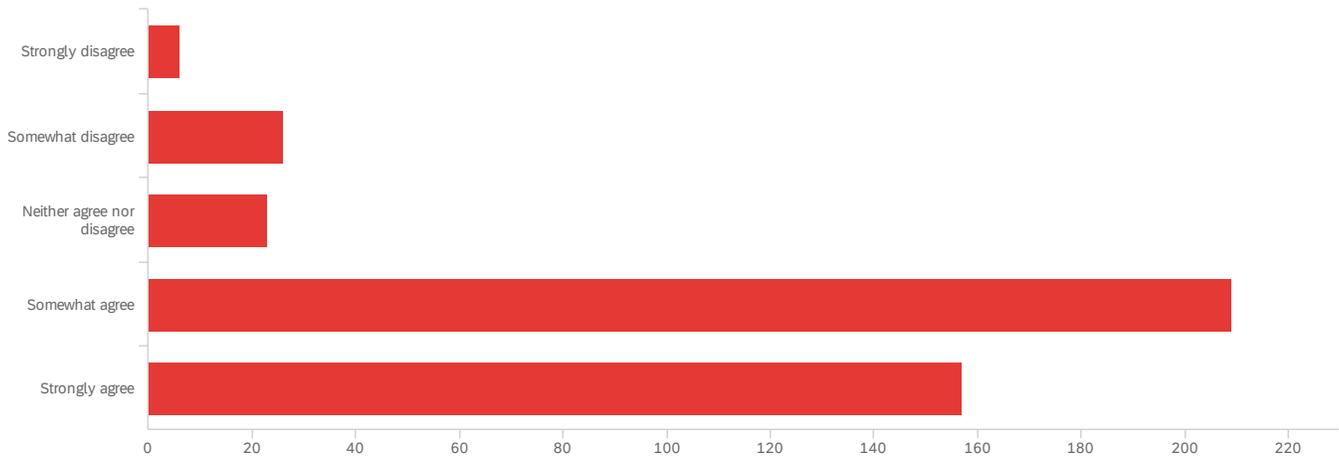


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How have you been feeling over the last two weeks at work?	1.00	7.00	4.50	1.34	1.80	429

#	Field	Choice Count
1	Terrible 1 label#QID51-263-label { justify-content:start; }	1.17% 5
2	2 label#QID51-264-label { justify-content:start; }	6.53% 28
3	3 label#QID51-265-label { justify-content:start; }	16.08% 69
4	OK 4 label#QID51-266-label { justify-content:start; }	24.01% 103
5	5 label#QID51-267-label { justify-content:start; }	26.11% 112
6	6 label#QID51-268-label { justify-content:start; }	21.68% 93
7	Great 7 label#QID51-269-label { justify-content:start; }	4.43% 19
		429

Showing rows 1 - 8 of 8

## Q6 - Staff members work well with one another in my building.

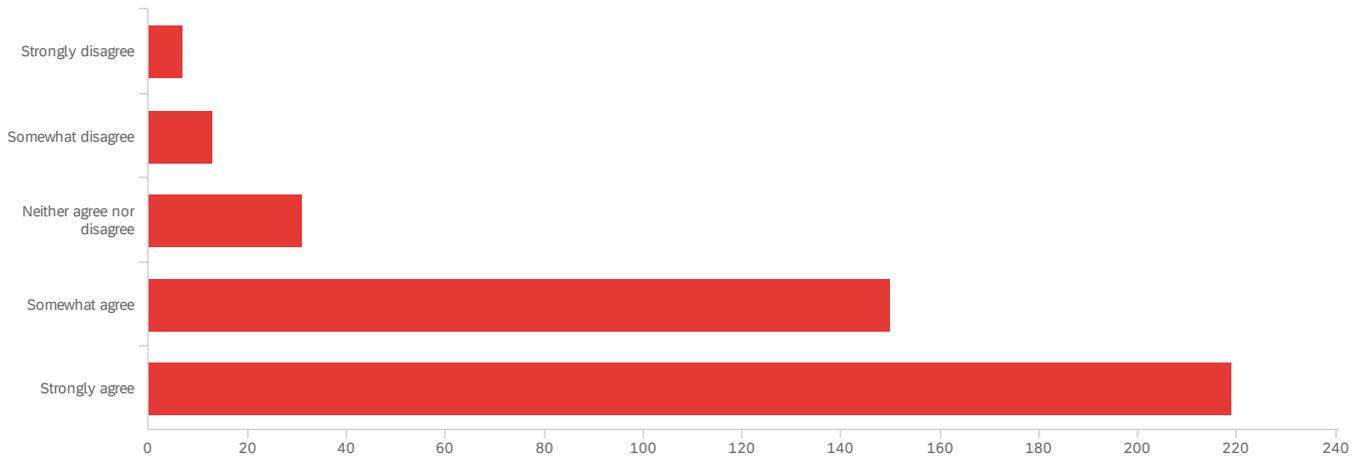


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members work well with one another in my building.	1.00	5.00	4.15	0.88	0.78	421

#	Field	Choice Count
1	Strongly disagree	1.43% 6
2	Somewhat disagree	6.18% 26
3	Neither agree nor disagree	5.46% 23
4	Somewhat agree	49.64% 209
5	Strongly agree	37.29% 157
		421

Showing rows 1 - 6 of 6

Q7 - Building strong relationships with students is a priority among my colleagues.

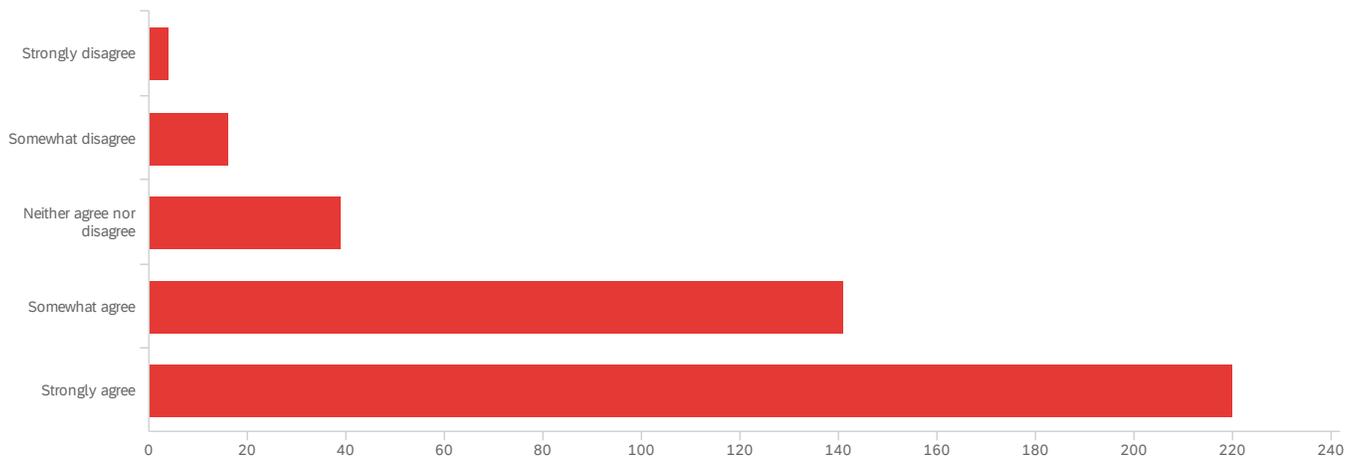


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Building strong relationships with students is a priority among my colleagues.	1.00	5.00	4.34	0.87	0.76	420

#	Field	Choice Count
1	Strongly disagree	1.67% 7
2	Somewhat disagree	3.10% 13
3	Neither agree nor disagree	7.38% 31
4	Somewhat agree	35.71% 150
5	Strongly agree	52.14% 219
		420

Showing rows 1 - 6 of 6

## Q8 - I am proud to work at Waunakee Community Schools.

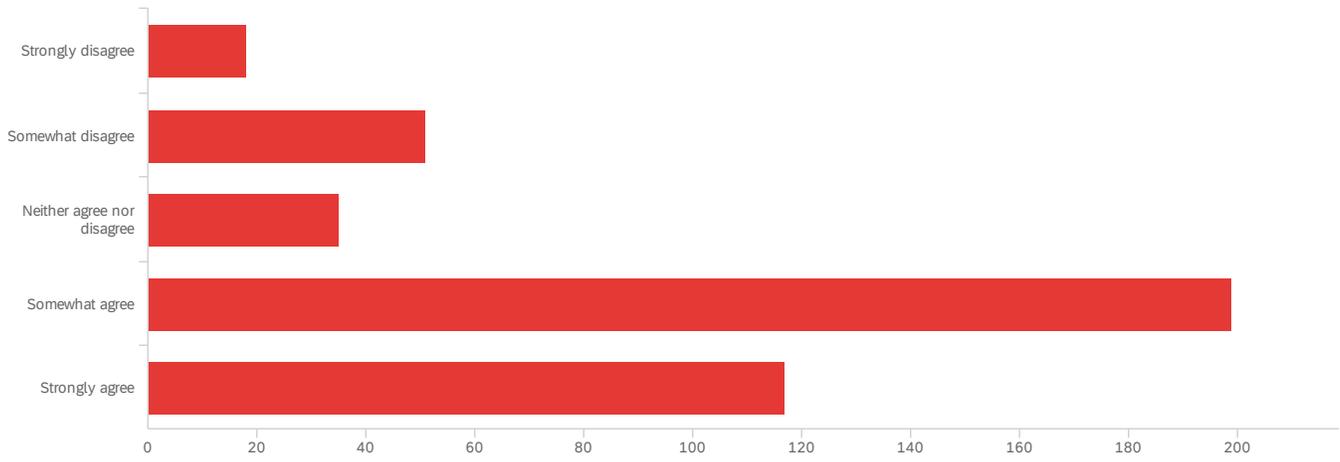


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am proud to work at Waunakee Community Schools.	1.00	5.00	4.33	0.87	0.75	420

#	Field	Choice Count
1	Strongly disagree	0.95% 4
2	Somewhat disagree	3.81% 16
3	Neither agree nor disagree	9.29% 39
4	Somewhat agree	33.57% 141
5	Strongly agree	52.38% 220
		420

Showing rows 1 - 6 of 6

Q9 - Important school or department information is communicated to me in a timely manner.

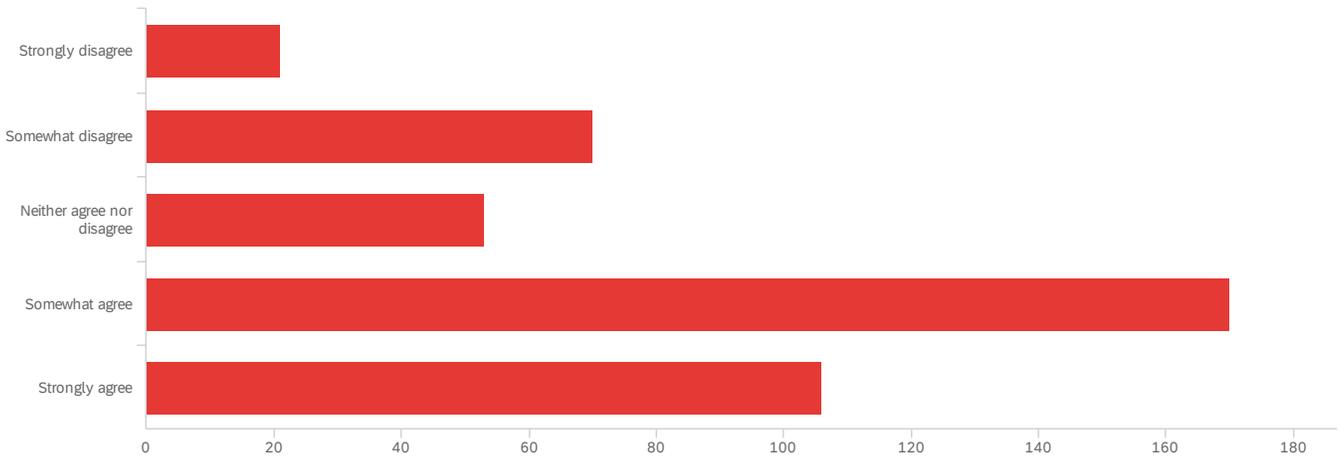


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Important school or department information is communicated to me in a timely manner.	1.00	5.00	3.82	1.10	1.20	420

#	Field	Choice Count
1	Strongly disagree	4.29% 18
2	Somewhat disagree	12.14% 51
3	Neither agree nor disagree	8.33% 35
4	Somewhat agree	47.38% 199
5	Strongly agree	27.86% 117
		420

Showing rows 1 - 6 of 6

Q10 - There are clear channels of communication between all administrators (building and district) and me.

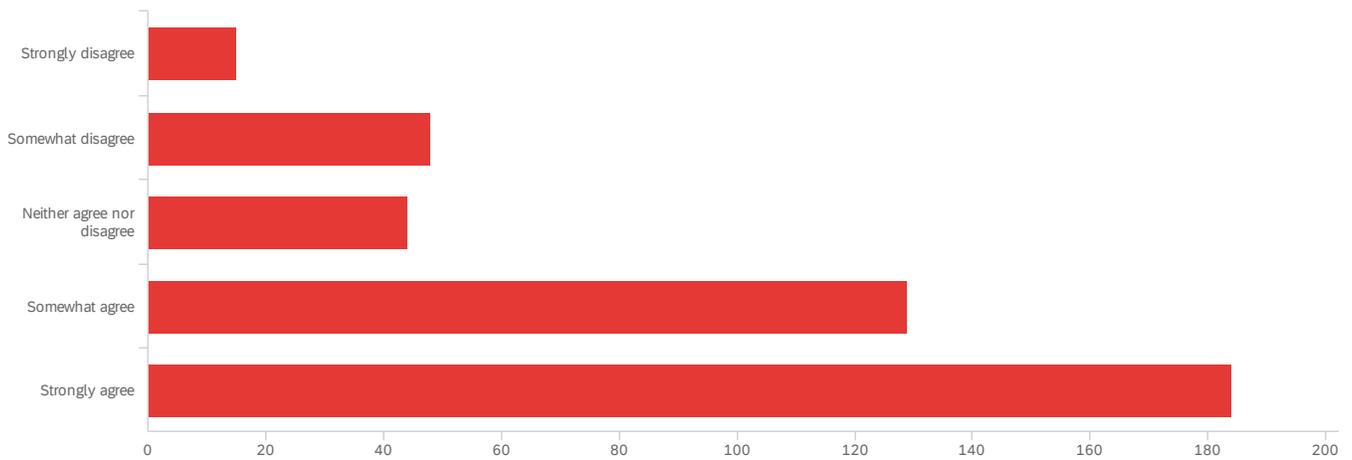


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	There are clear channels of communication between all administrators (building and district) and me.	1.00	5.00	3.64	1.17	1.37	420

#	Field	Choice Count
1	Strongly disagree	5.00% 21
2	Somewhat disagree	16.67% 70
3	Neither agree nor disagree	12.62% 53
4	Somewhat agree	40.48% 170
5	Strongly agree	25.24% 106
		420

Showing rows 1 - 6 of 6

## Q11 - Supervisors / Administrators at my location listen to my concerns and suggestions.

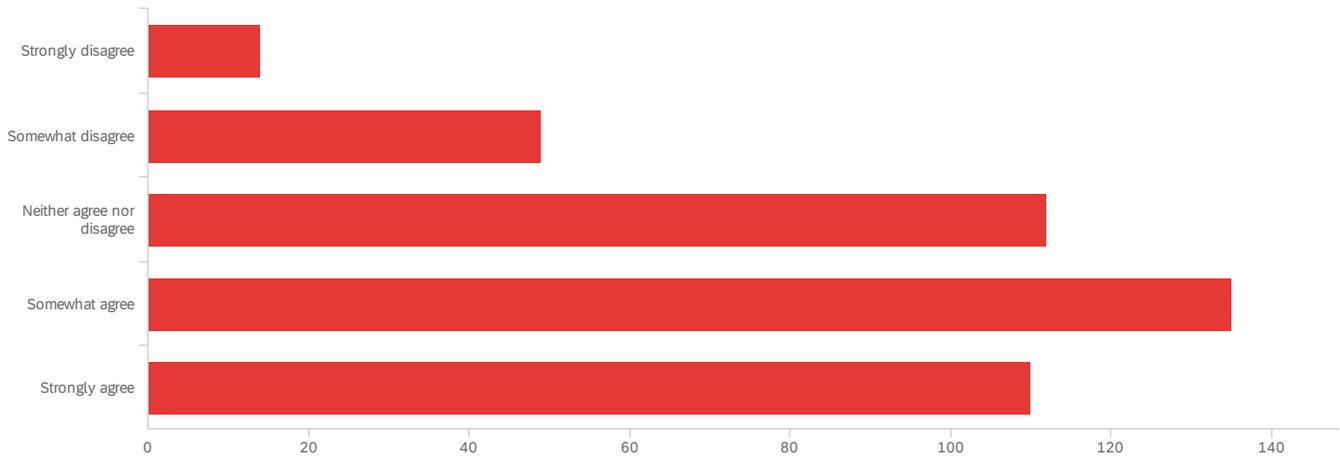


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Supervisors / Administrators at my location listen to my concerns and suggestions.	1.00	5.00	4.00	1.15	1.32	420

#	Field	Choice Count
1	Strongly disagree	3.57% 15
2	Somewhat disagree	11.43% 48
3	Neither agree nor disagree	10.48% 44
4	Somewhat agree	30.71% 129
5	Strongly agree	43.81% 184
		420

Showing rows 1 - 6 of 6

Q12 - Supervisors / Administrators at the district office listen to my concerns and suggestions.

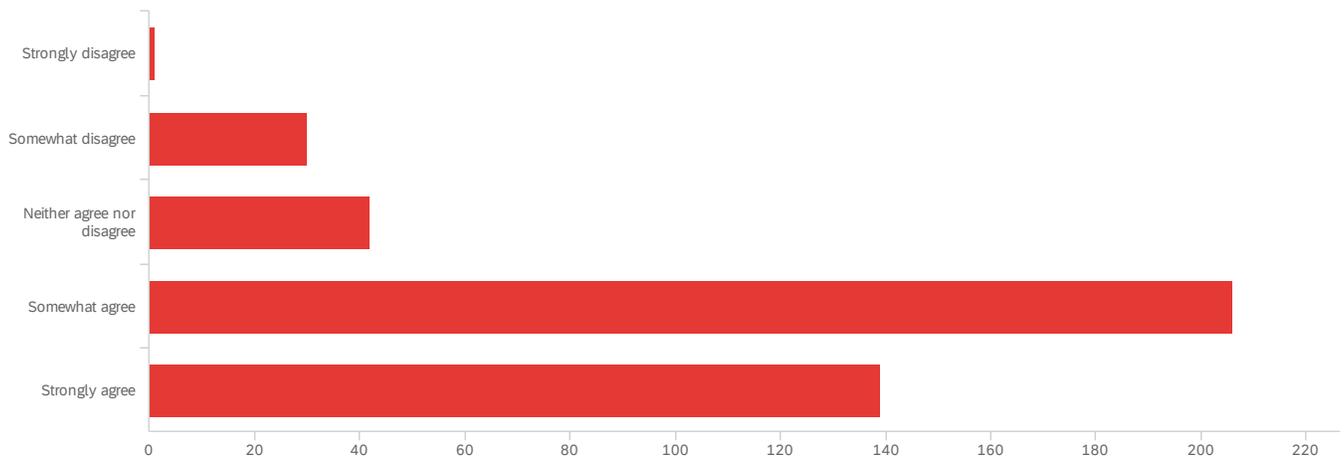


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Supervisors / Administrators at the district office listen to my concerns and suggestions.	1.00	5.00	3.66	1.09	1.18	420

#	Field	Choice Count
1	Strongly disagree	3.33% 14
2	Somewhat disagree	11.67% 49
3	Neither agree nor disagree	26.67% 112
4	Somewhat agree	32.14% 135
5	Strongly agree	26.19% 110
		420

Showing rows 1 - 6 of 6

### Q13 - Staff members respect differences of other adults.

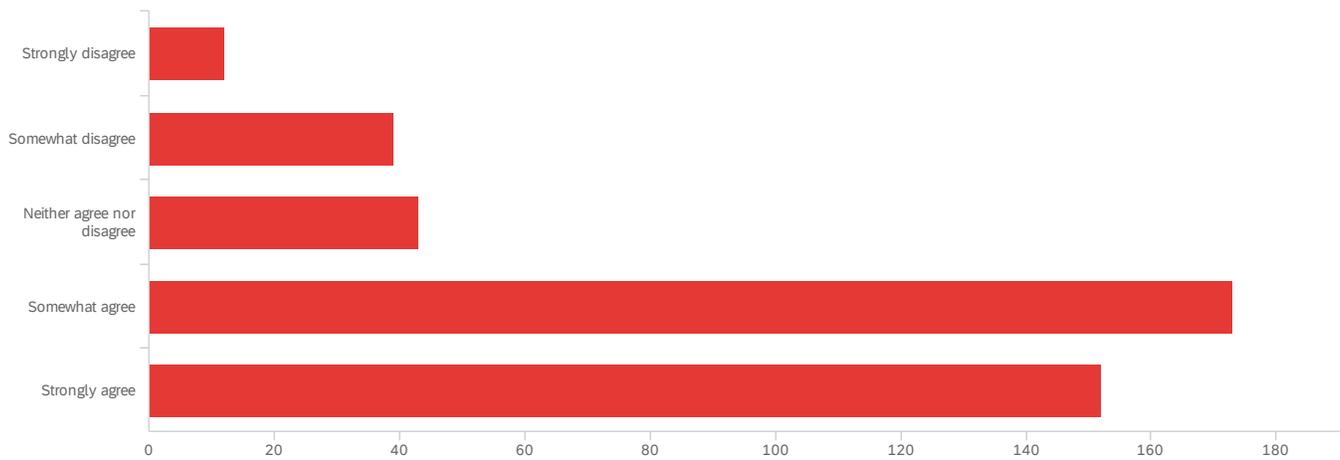


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members respect differences of other adults.	1.00	5.00	4.08	0.86	0.74	418

#	Field	Choice Count
1	Strongly disagree	0.24% 1
2	Somewhat disagree	7.18% 30
3	Neither agree nor disagree	10.05% 42
4	Somewhat agree	49.28% 206
5	Strongly agree	33.25% 139
		418

Showing rows 1 - 6 of 6

## Q14 - Students treat me with respect.

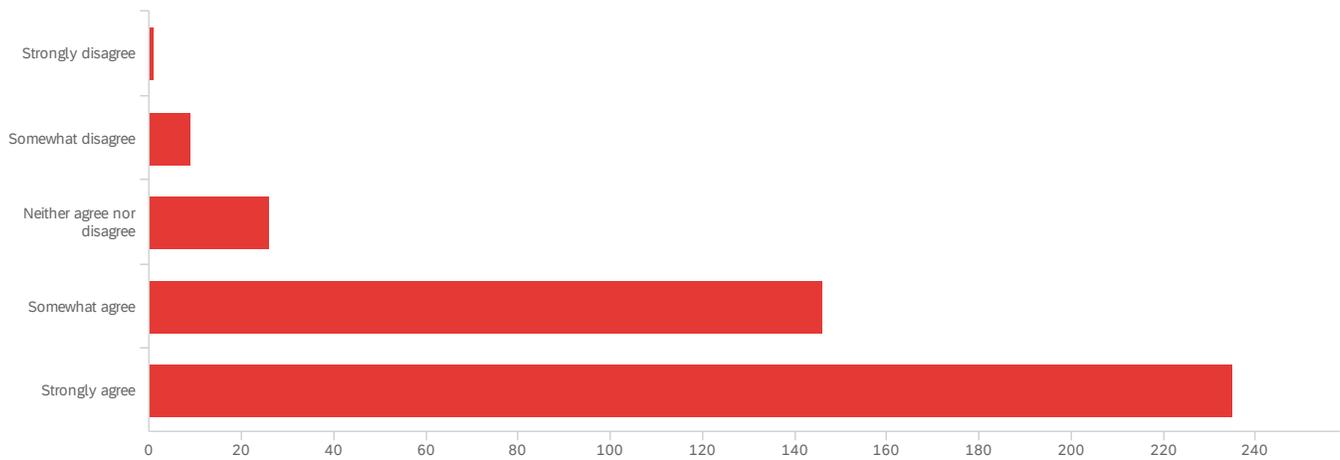


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Students treat me with respect.	1.00	5.00	3.99	1.05	1.10	419

#	Field	Choice Count
1	Strongly disagree	2.86% 12
2	Somewhat disagree	9.31% 39
3	Neither agree nor disagree	10.26% 43
4	Somewhat agree	41.29% 173
5	Strongly agree	36.28% 152
		419

Showing rows 1 - 6 of 6

## Q15 - Staff members treat students with respect.

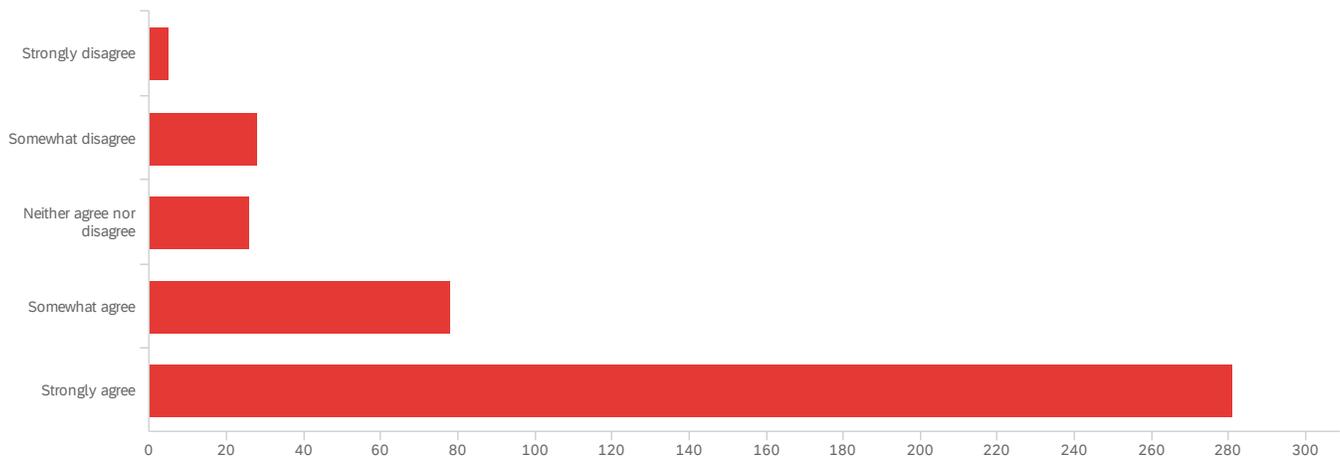


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members treat students with respect.	1.00	5.00	4.45	0.73	0.53	417

#	Field	Choice Count
1	Strongly disagree	0.24% 1
2	Somewhat disagree	2.16% 9
3	Neither agree nor disagree	6.24% 26
4	Somewhat agree	35.01% 146
5	Strongly agree	56.35% 235
		417

Showing rows 1 - 6 of 6

## Q16 - My adminstrator / supervisor treats me with respect.

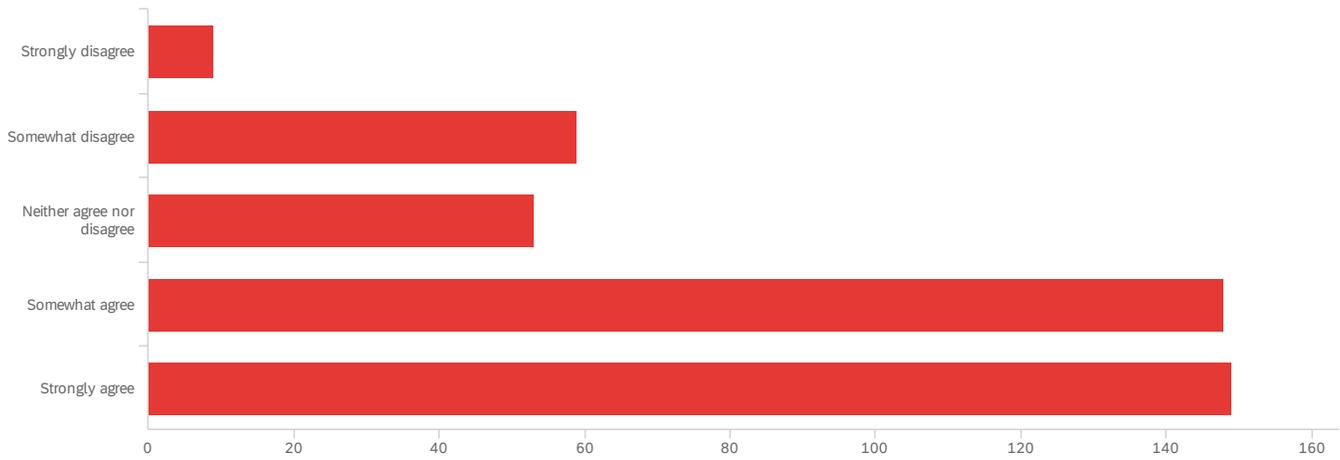


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My adminstrator / supervisor treats me with respect.	1.00	5.00	4.44	0.96	0.92	418

#	Field	Choice Count
1	Strongly disagree	1.20% 5
2	Somewhat disagree	6.70% 28
3	Neither agree nor disagree	6.22% 26
4	Somewhat agree	18.66% 78
5	Strongly agree	67.22% 281
		418

Showing rows 1 - 6 of 6

## Q17 - WCSD values my professional judgment and the contributions I make.

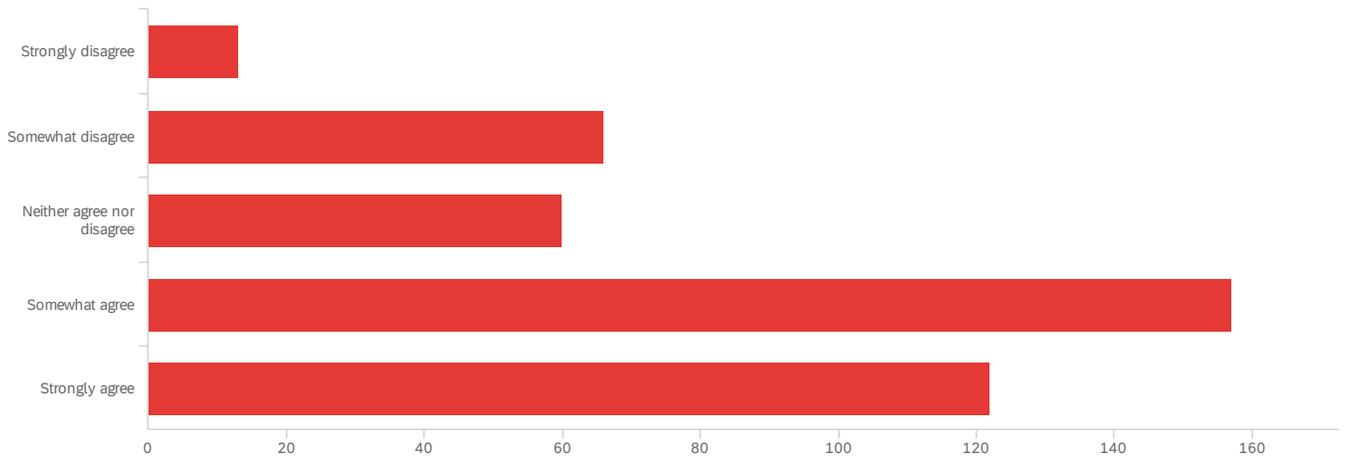


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	WCSD values my professional judgment and the contributions I make.	1.00	5.00	3.88	1.11	1.23	418

#	Field	Choice Count
1	Strongly disagree	2.15% 9
2	Somewhat disagree	14.11% 59
3	Neither agree nor disagree	12.68% 53
4	Somewhat agree	35.41% 148
5	Strongly agree	35.65% 149
		418

Showing rows 1 - 6 of 6

## Q18 - The culture / climate where I work is positive and healthy.

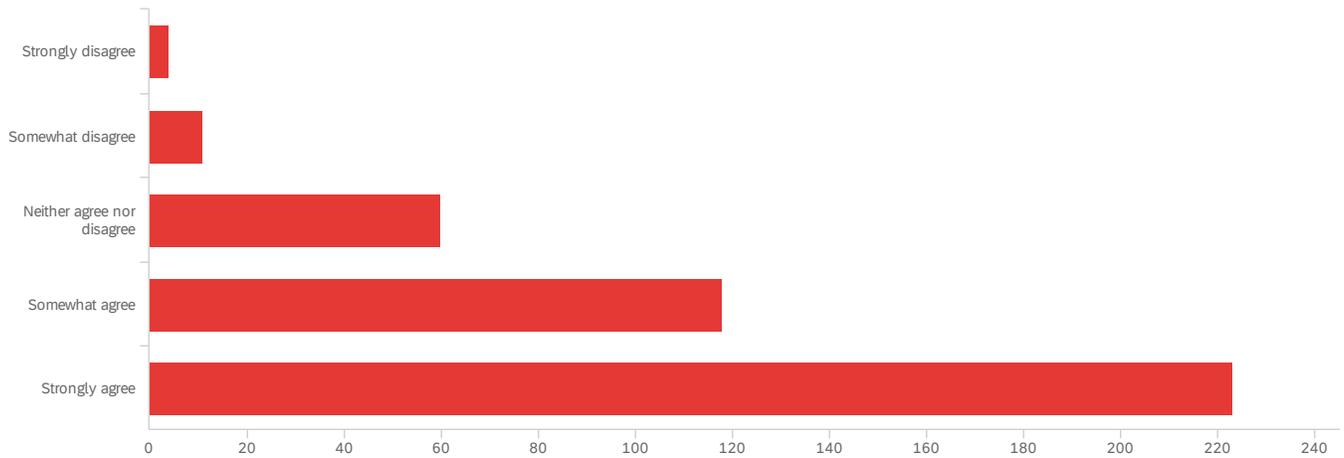


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The culture / climate where I work is positive and healthy.	1.00	5.00	3.74	1.13	1.28	418

#	Field	Choice Count
1	Strongly disagree	3.11% 13
2	Somewhat disagree	15.79% 66
3	Neither agree nor disagree	14.35% 60
4	Somewhat agree	37.56% 157
5	Strongly agree	29.19% 122
		418

Showing rows 1 - 6 of 6

## Q20 - My administrator / supervisor sets high expectations for me.

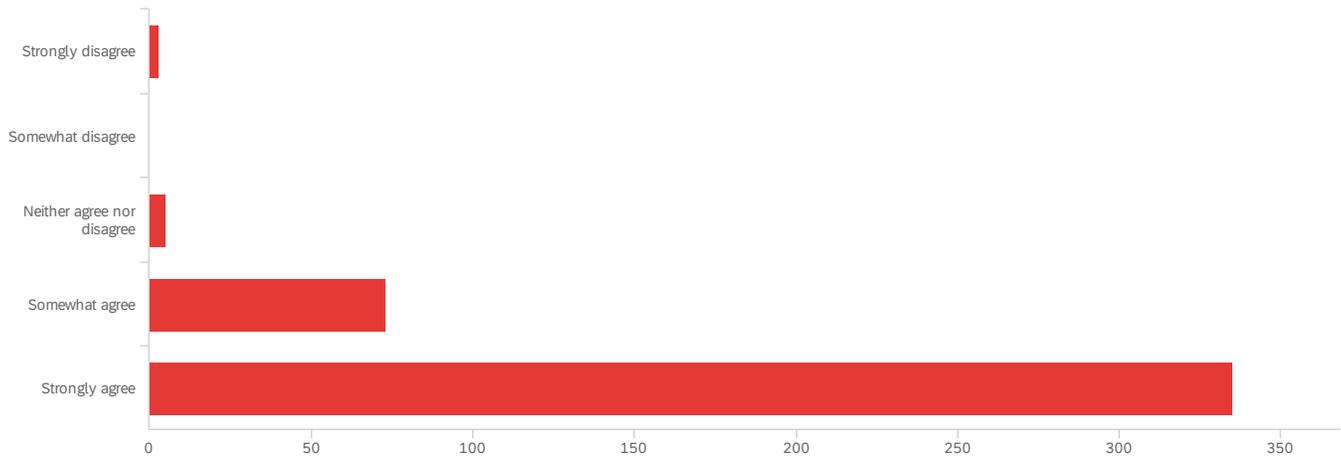


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My administrator / supervisor sets high expectations for me.	1.00	5.00	4.31	0.88	0.78	416

#	Field	Choice Count
1	Strongly disagree	0.96% 4
2	Somewhat disagree	2.64% 11
3	Neither agree nor disagree	14.42% 60
4	Somewhat agree	28.37% 118
5	Strongly agree	53.61% 223
		416

Showing rows 1 - 6 of 6

## Q21 - I set high expectations for myself.

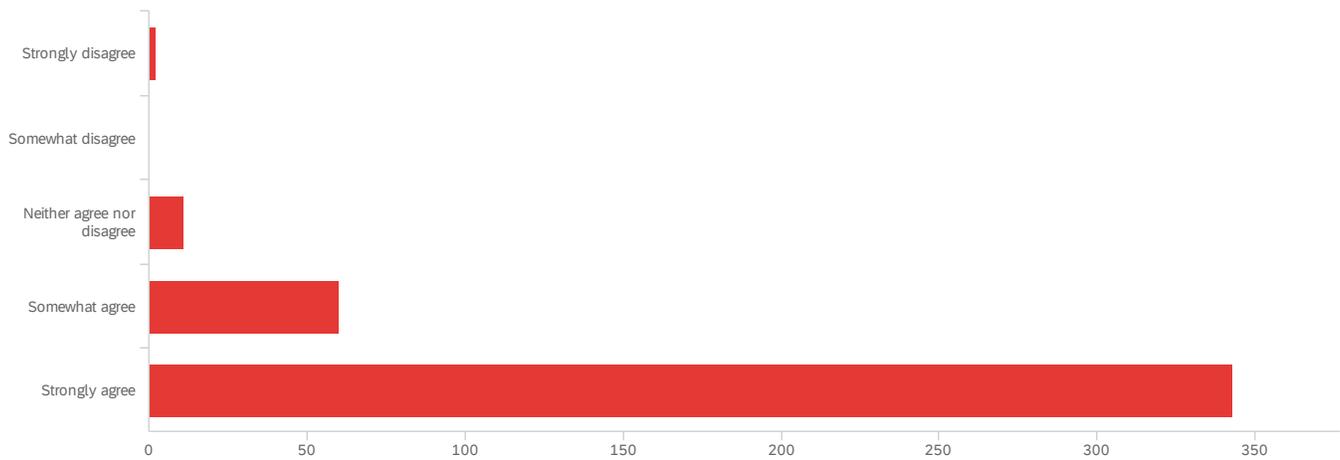


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I set high expectations for myself.	1.00	5.00	4.77	0.54	0.29	416

#	Field	Choice Count
1	Strongly disagree	0.72% 3
2	Somewhat disagree	0.00% 0
3	Neither agree nor disagree	1.20% 5
4	Somewhat agree	17.55% 73
5	Strongly agree	80.53% 335
		416

Showing rows 1 - 6 of 6

## Q22 - Part of my role includes serving our students and families.

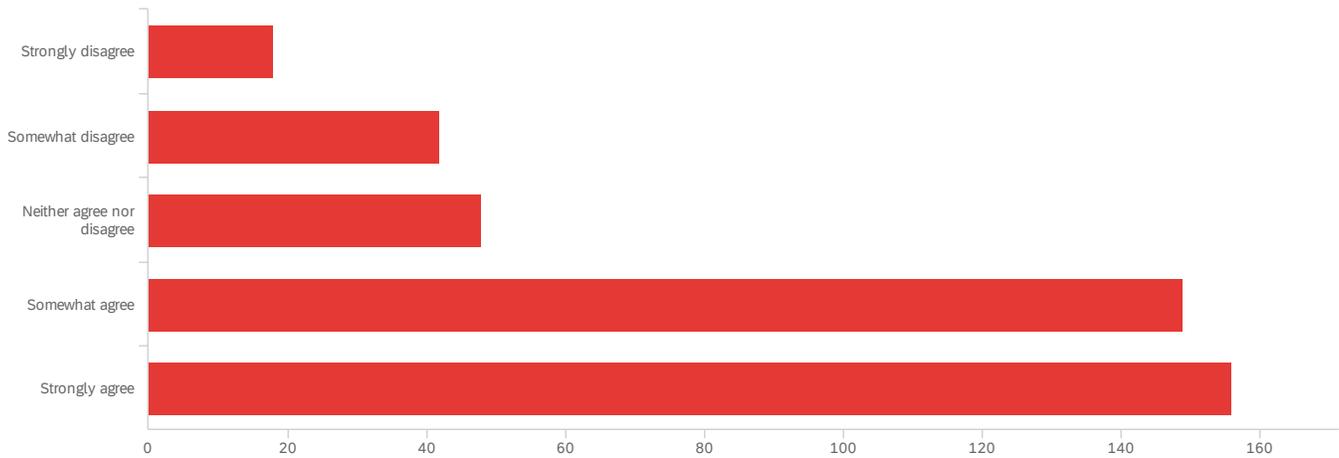


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Part of my role includes serving our students and families.	1.00	5.00	4.78	0.53	0.28	416

#	Field	Choice Count
1	Strongly disagree	0.48% 2
2	Somewhat disagree	0.00% 0
3	Neither agree nor disagree	2.64% 11
4	Somewhat agree	14.42% 60
5	Strongly agree	82.45% 343
		416

Showing rows 1 - 6 of 6

Q23 - My input (or the feedback I provide) is valued by my administrator / supervisor.

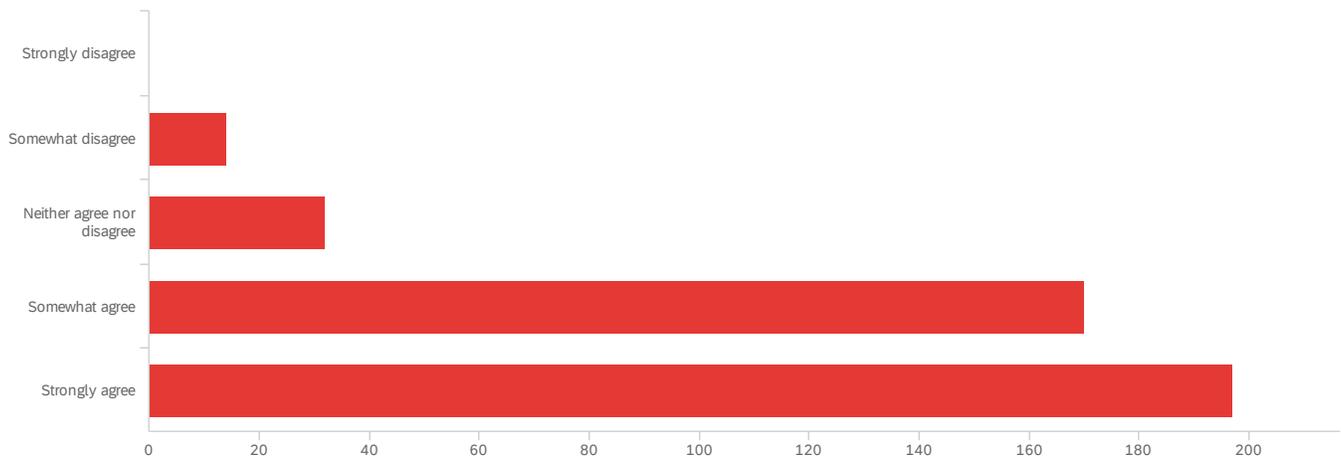


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My input (or the feedback I provide) is valued by my administrator / supervisor.	1.00	5.00	3.93	1.13	1.29	413

#	Field	Choice Count
1	Strongly disagree	4.36% 18
2	Somewhat disagree	10.17% 42
3	Neither agree nor disagree	11.62% 48
4	Somewhat agree	36.08% 149
5	Strongly agree	37.77% 156
		413

Showing rows 1 - 6 of 6

Q24 - My input (or the feedback I provide) is valued by my colleagues.

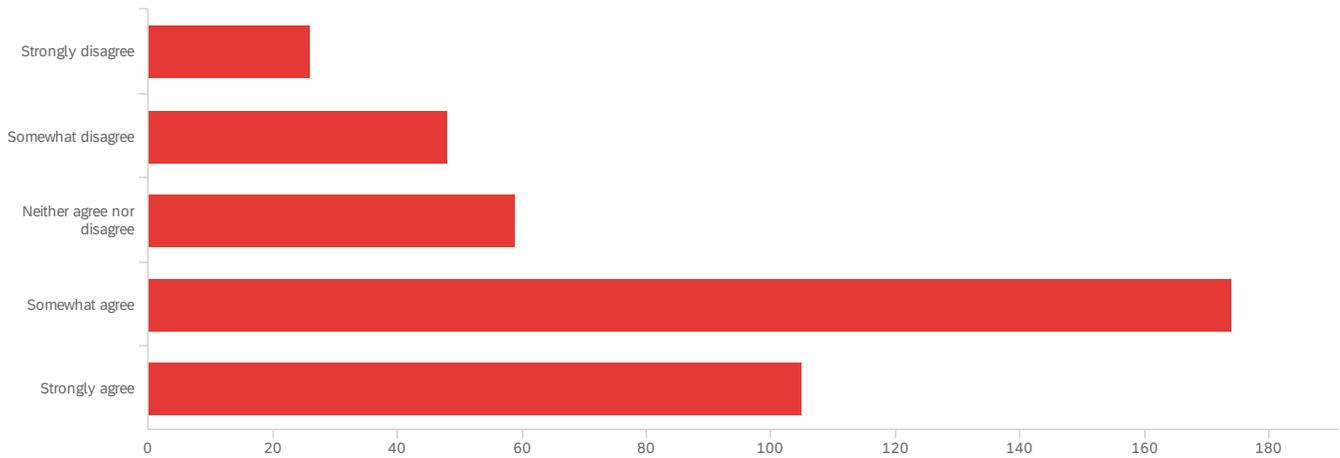


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My input (or the feedback I provide) is valued by my colleagues.	2.00	5.00	4.33	0.76	0.58	413

#	Field	Choice Count
1	Strongly disagree	0.00% 0
2	Somewhat disagree	3.39% 14
3	Neither agree nor disagree	7.75% 32
4	Somewhat agree	41.16% 170
5	Strongly agree	47.70% 197
		413

Showing rows 1 - 6 of 6

Q25 - I am involved in the decision-making process in my school / department.

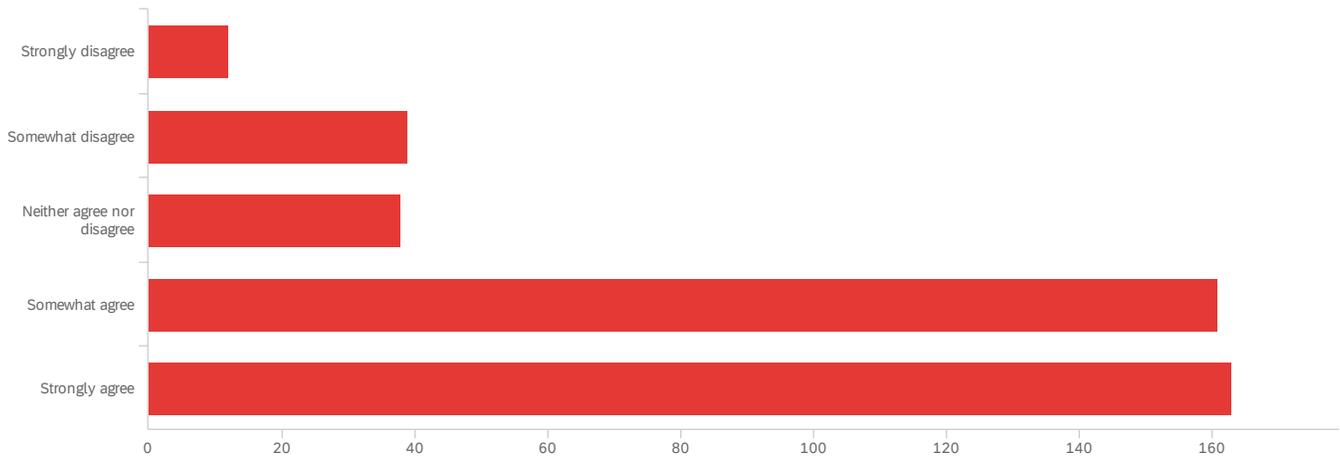


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am involved in the decision-making process in my school / department.	1.00	5.00	3.69	1.16	1.34	412

#	Field	Choice Count
1	Strongly disagree	6.31% 26
2	Somewhat disagree	11.65% 48
3	Neither agree nor disagree	14.32% 59
4	Somewhat agree	42.23% 174
5	Strongly agree	25.49% 105
		412

Showing rows 1 - 6 of 6

Q26 - I can express my feelings and opinions to colleagues without fear.

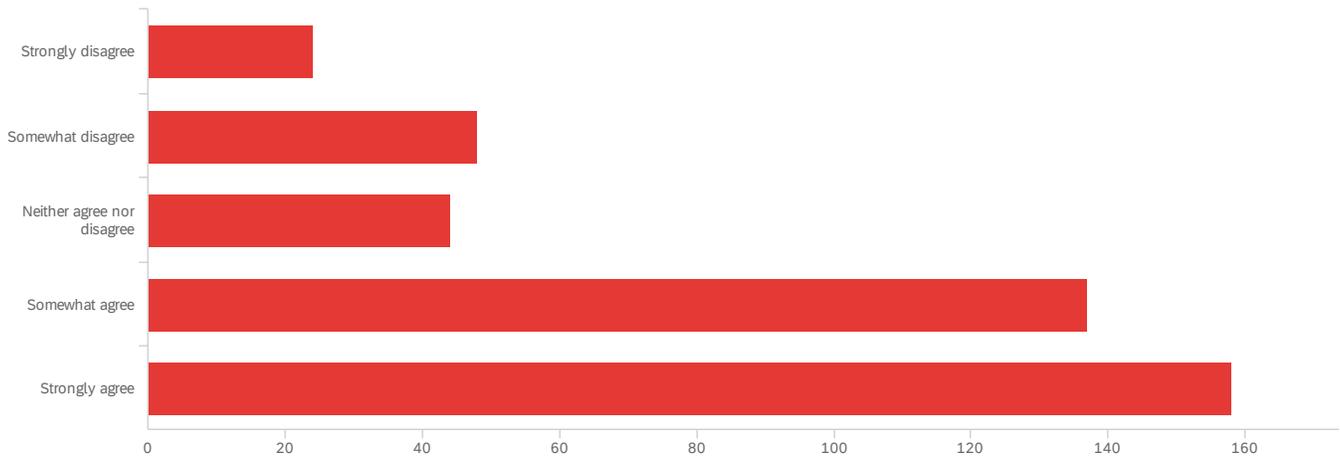


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can express my feelings and opinions to colleagues without fear.	1.00	5.00	4.03	1.06	1.13	413

#	Field	Choice Count
1	Strongly disagree	2.91% 12
2	Somewhat disagree	9.44% 39
3	Neither agree nor disagree	9.20% 38
4	Somewhat agree	38.98% 161
5	Strongly agree	39.47% 163
		413

Showing rows 1 - 6 of 6

## Q47 - I can express my feelings and opinions to supervisors without fear.

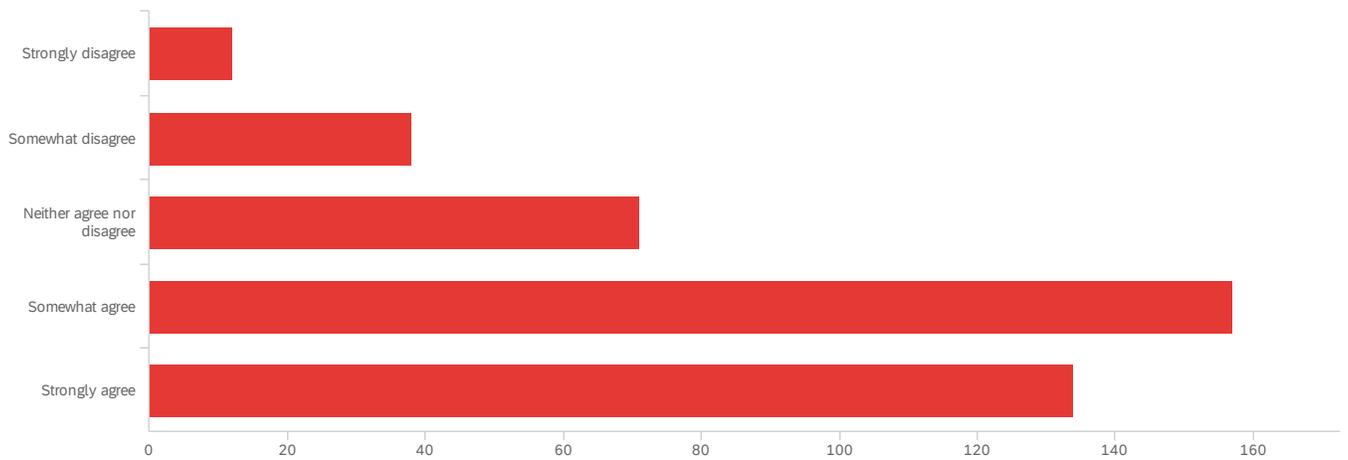


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can express my feelings and opinions to supervisors without fear.	1.00	5.00	3.87	1.21	1.47	411

#	Field	Choice Count
1	Strongly disagree	5.84% 24
2	Somewhat disagree	11.68% 48
3	Neither agree nor disagree	10.71% 44
4	Somewhat agree	33.33% 137
5	Strongly agree	38.44% 158
		411

Showing rows 1 - 6 of 6

## Q27 - Staff members are given opportunities to grow as leaders.

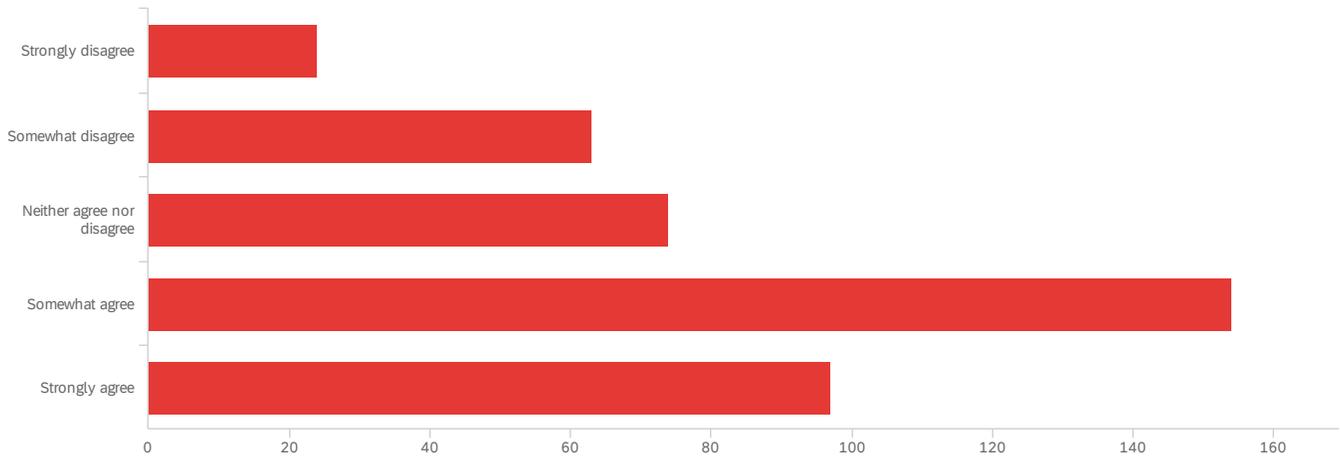


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members are given opportunities to grow as leaders.	1.00	5.00	3.88	1.06	1.11	412

#	Field	Choice Count
1	Strongly disagree	2.91% 12
2	Somewhat disagree	9.22% 38
3	Neither agree nor disagree	17.23% 71
4	Somewhat agree	38.11% 157
5	Strongly agree	32.52% 134
		412

Showing rows 1 - 6 of 6

Q28 - A culture of trust and respect exists for taking risks and supporting ideas for change.

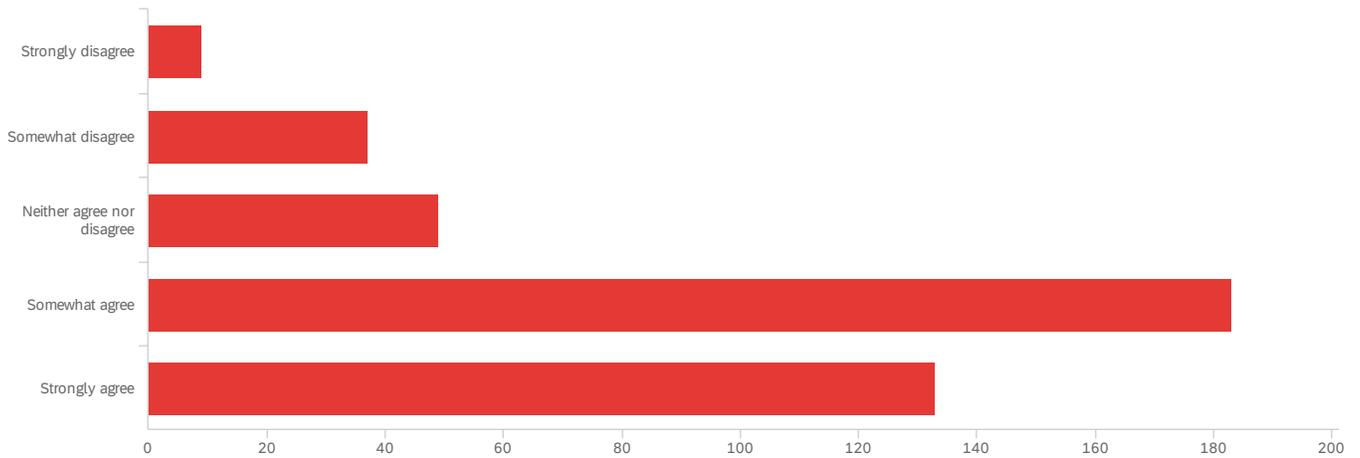


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	A culture of trust and respect exists for taking risks and supporting ideas for change.	1.00	5.00	3.58	1.17	1.37	412

#	Field	Choice Count
1	Strongly disagree	5.83% 24
2	Somewhat disagree	15.29% 63
3	Neither agree nor disagree	17.96% 74
4	Somewhat agree	37.38% 154
5	Strongly agree	23.54% 97
		412

Showing rows 1 - 6 of 6

## Q29 - We have a shared mission and vision where I work.

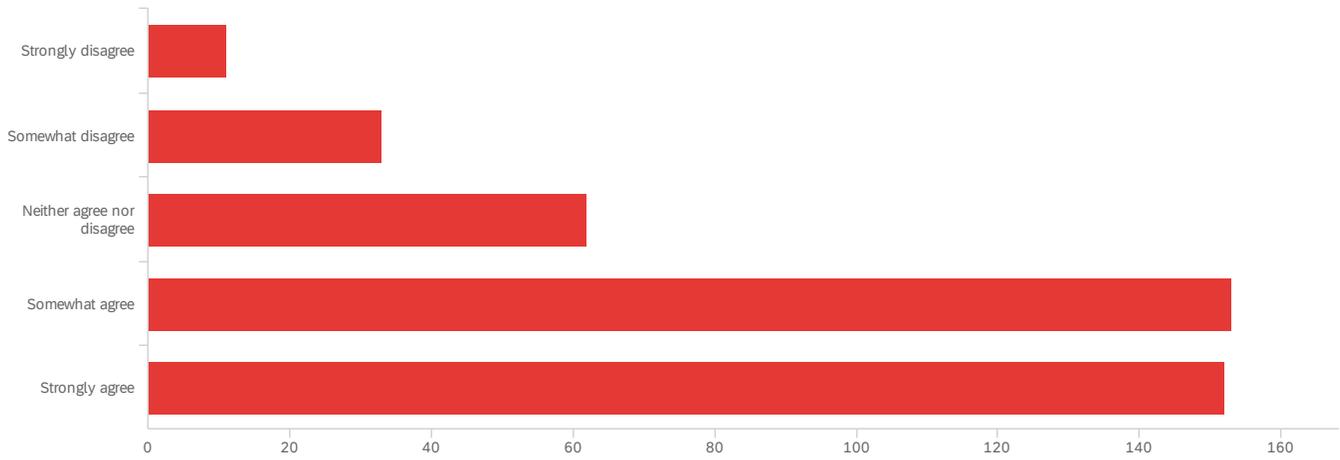


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	We have a shared mission and vision where I work.	1.00	5.00	3.96	1.00	1.00	411

#	Field	Choice Count
1	Strongly disagree	2.19% 9
2	Somewhat disagree	9.00% 37
3	Neither agree nor disagree	11.92% 49
4	Somewhat agree	44.53% 183
5	Strongly agree	32.36% 133
		411

Showing rows 1 - 6 of 6

Q30 - New staff members are welcomed and oriented to WCSD and its mission and vision.

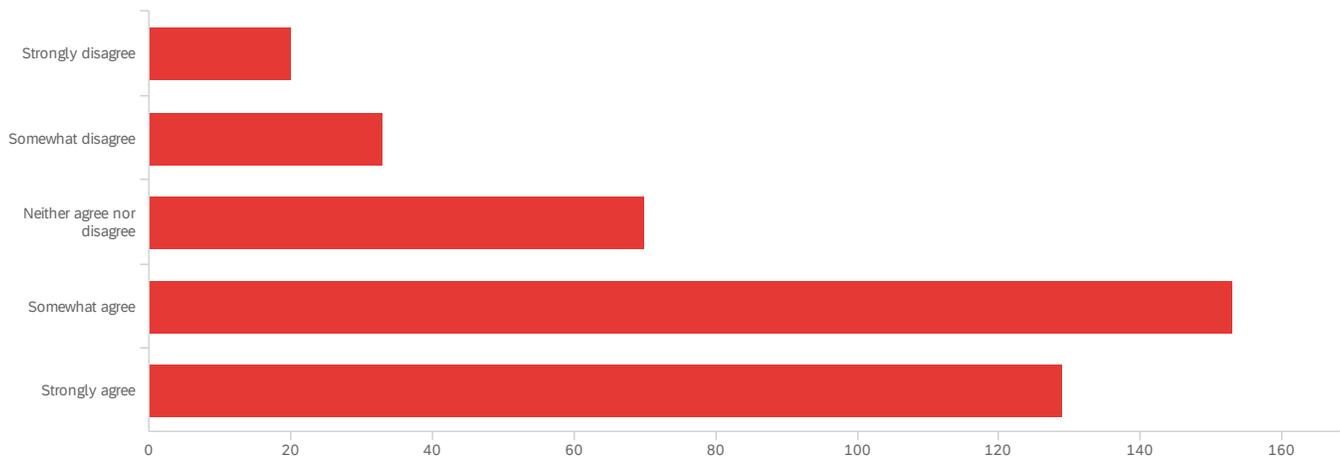


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	New staff members are welcomed and oriented to WCSD and its mission and vision.	1.00	5.00	3.98	1.04	1.08	411

#	Field	Choice Count
1	Strongly disagree	2.68% 11
2	Somewhat disagree	8.03% 33
3	Neither agree nor disagree	15.09% 62
4	Somewhat agree	37.23% 153
5	Strongly agree	36.98% 152
		411

Showing rows 1 - 6 of 6

## Q31 - My administrator / supervisor provides useful feedback to me.

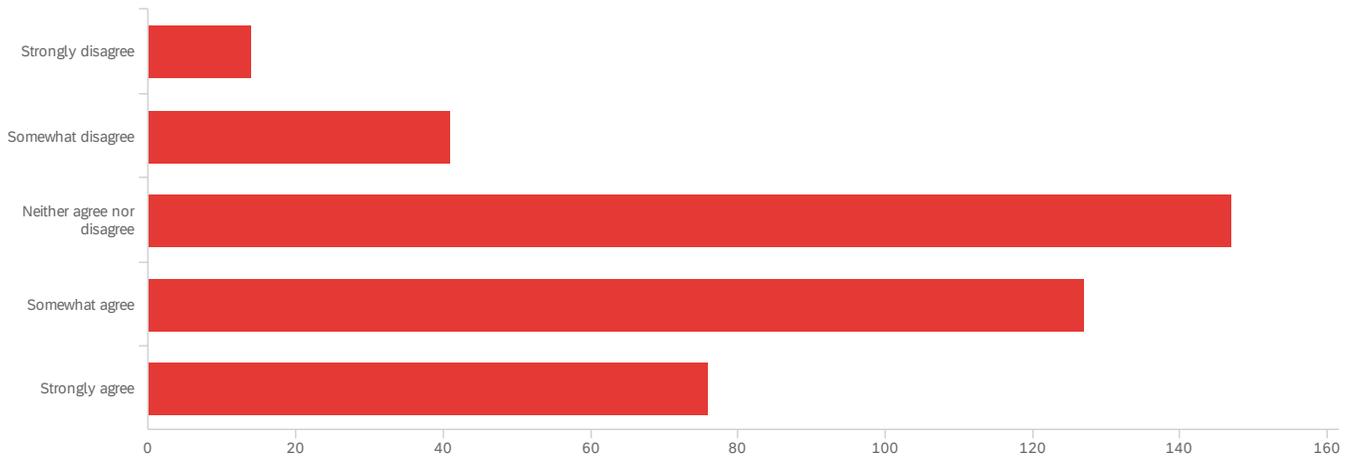


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My administrator / supervisor provides useful feedback to me.	1.00	5.00	3.83	1.11	1.23	405

#	Field	Choice Count
1	Strongly disagree	4.94% 20
2	Somewhat disagree	8.15% 33
3	Neither agree nor disagree	17.28% 70
4	Somewhat agree	37.78% 153
5	Strongly agree	31.85% 129
		405

Showing rows 1 - 6 of 6

## Q32 - Conflict among staff is resolved in a fair, effective and timely manner.

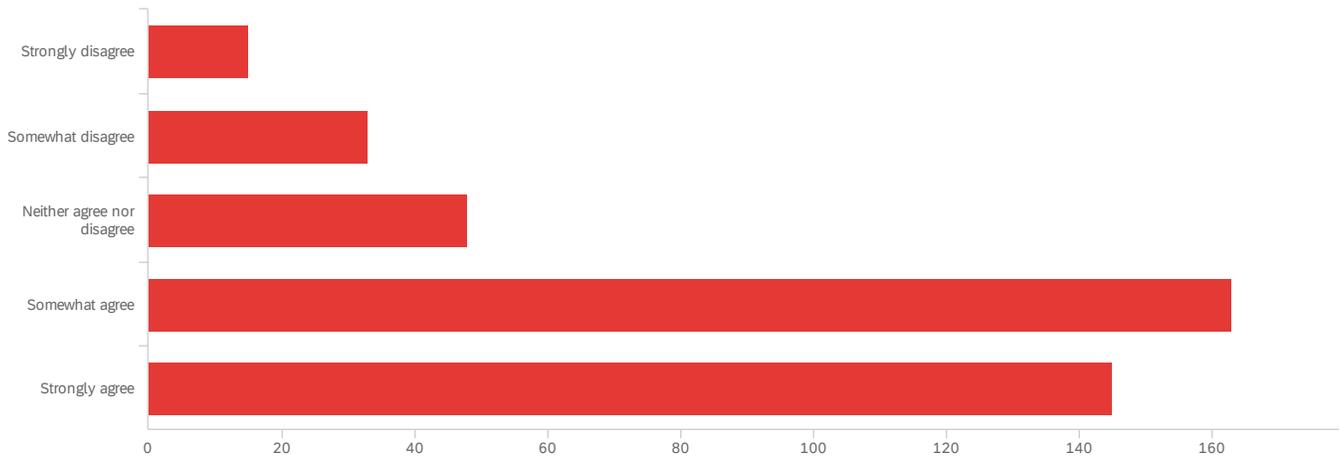


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Conflict among staff is resolved in a fair, effective and timely manner.	1.00	5.00	3.52	1.02	1.03	405

#	Field	Choice Count
1	Strongly disagree	3.46% 14
2	Somewhat disagree	10.12% 41
3	Neither agree nor disagree	36.30% 147
4	Somewhat agree	31.36% 127
5	Strongly agree	18.77% 76
		405

Showing rows 1 - 6 of 6

### Q33 - I feel safe and supported to try new ideas.

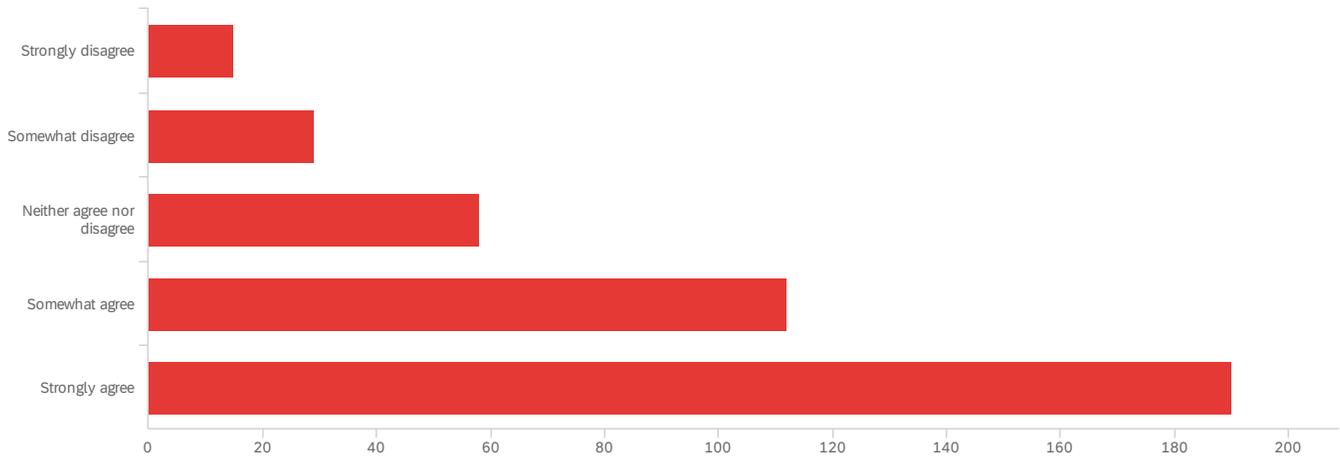


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel safe and supported to try new ideas.	1.00	5.00	3.97	1.07	1.14	404

#	Field	Choice Count
1	Strongly disagree	3.71% 15
2	Somewhat disagree	8.17% 33
3	Neither agree nor disagree	11.88% 48
4	Somewhat agree	40.35% 163
5	Strongly agree	35.89% 145
		404

Showing rows 1 - 6 of 6

Q35 - My administrator / supervisor supports and assists me when dealing with concerns, complaints, or issues.

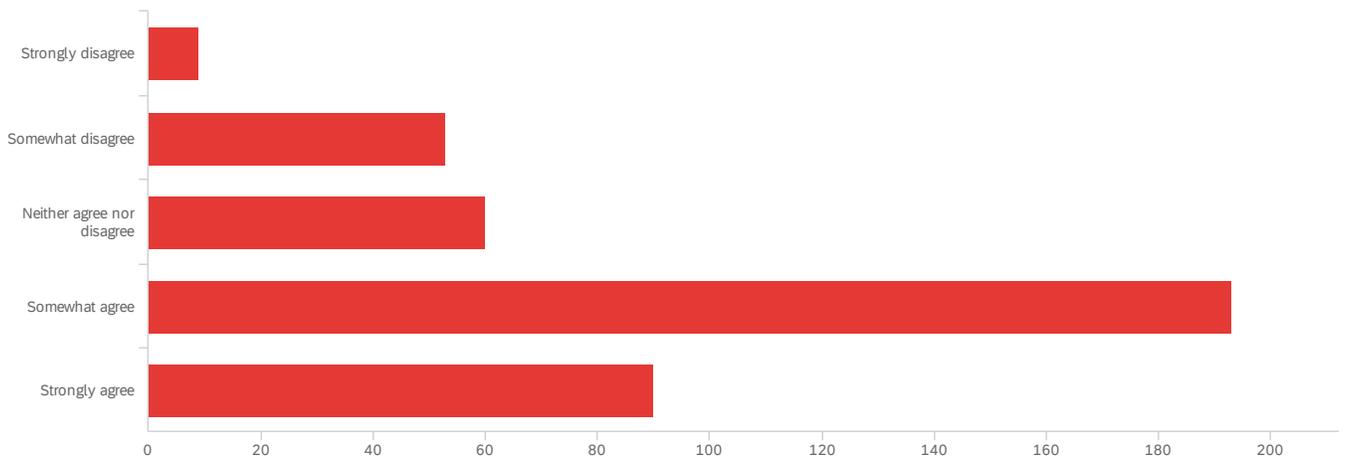


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My administrator / supervisor supports and assists me when dealing with concerns, complaints, or issues.	1.00	5.00	4.07	1.11	1.23	404

#	Field	Choice Count
1	Strongly disagree	3.71% 15
2	Somewhat disagree	7.18% 29
3	Neither agree nor disagree	14.36% 58
4	Somewhat agree	27.72% 112
5	Strongly agree	47.03% 190
		404

Showing rows 1 - 6 of 6

## Q36 - The needs of our students are being met by WCSD.



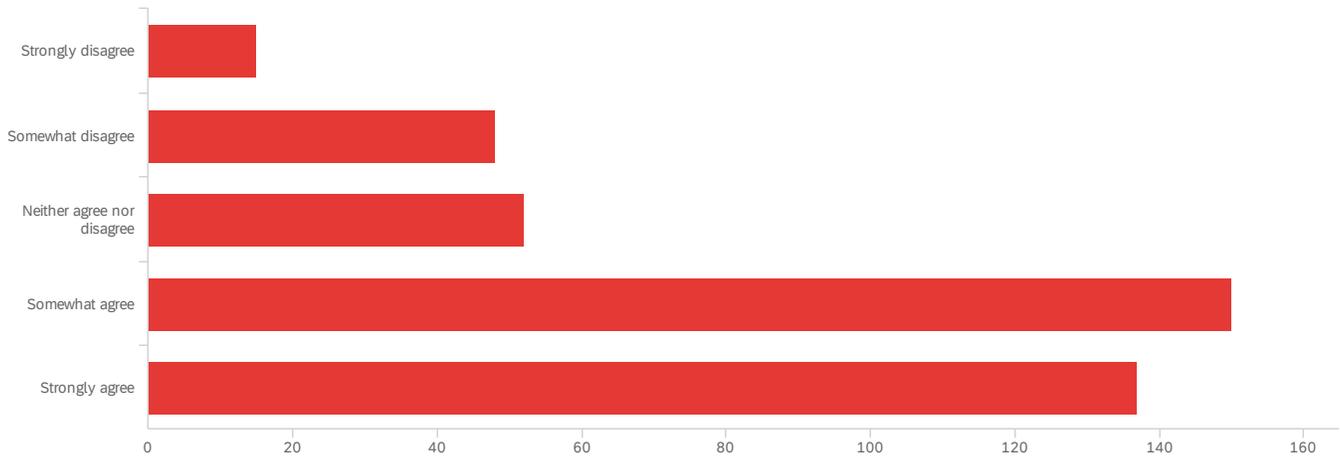
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The needs of our students are being met by WCSD.	1.00	5.00	3.75	1.01	1.03	405

#	Field	Choice Count
1	Strongly disagree	2.22% 9
2	Somewhat disagree	13.09% 53
3	Neither agree nor disagree	14.81% 60
4	Somewhat agree	47.65% 193
5	Strongly agree	22.22% 90
		405

Showing rows 1 - 6 of 6

# Q37 - I am offered professional learning / development opportunities that help me

improve in my role.

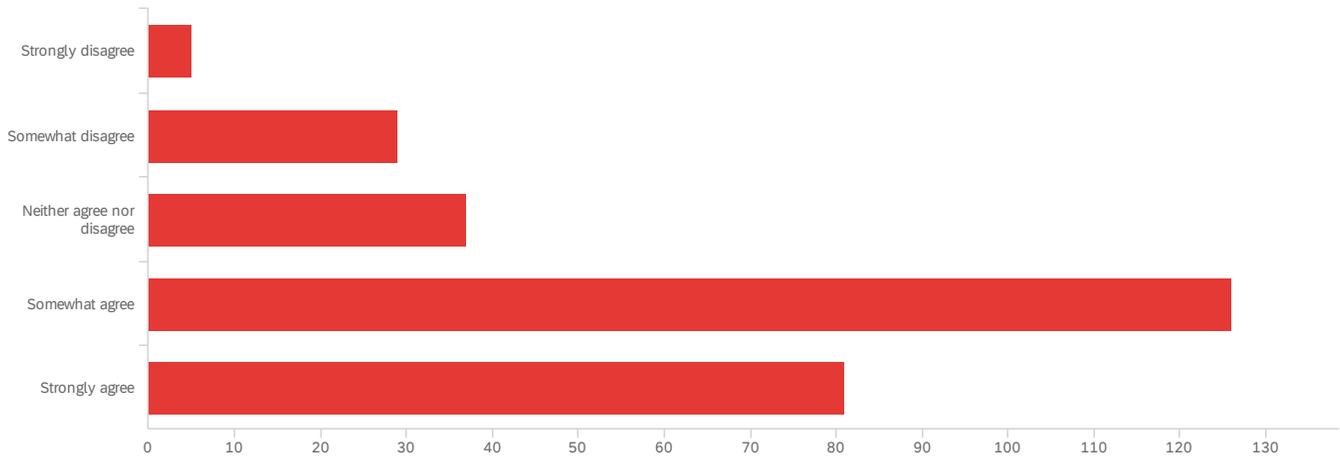


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am offered professional learning / development opportunities that help me improve in my role.	1.00	5.00	3.86	1.12	1.26	402

#	Field	Choice Count
1	Strongly disagree	3.73% 15
2	Somewhat disagree	11.94% 48
3	Neither agree nor disagree	12.94% 52
4	Somewhat agree	37.31% 150
5	Strongly agree	34.08% 137
		402

Showing rows 1 - 6 of 6

Q38 - The district focus on professional development is related to student learning and achievement.



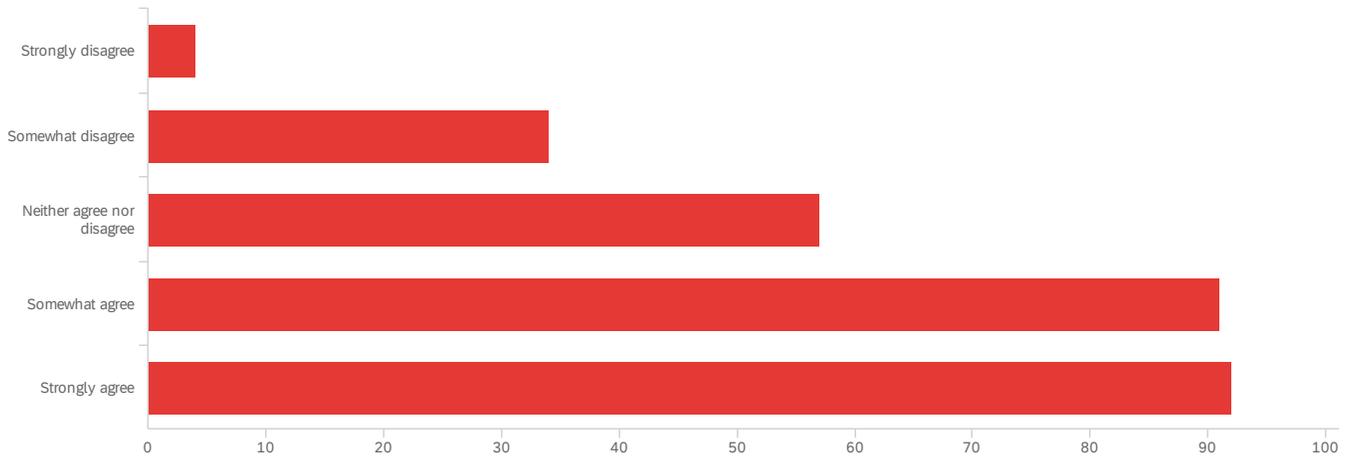
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The district focus on professional development is related to student learning and achievement.	1.00	5.00	3.90	1.00	0.99	278

#	Field	Choice Count
1	Strongly disagree	1.80% 5
2	Somewhat disagree	10.43% 29
3	Neither agree nor disagree	13.31% 37
4	Somewhat agree	45.32% 126
5	Strongly agree	29.14% 81
		278

Showing rows 1 - 6 of 6

Q39 - PLC (Professional Learning Community) time is purposeful, effective, and related to student learning and teaching.

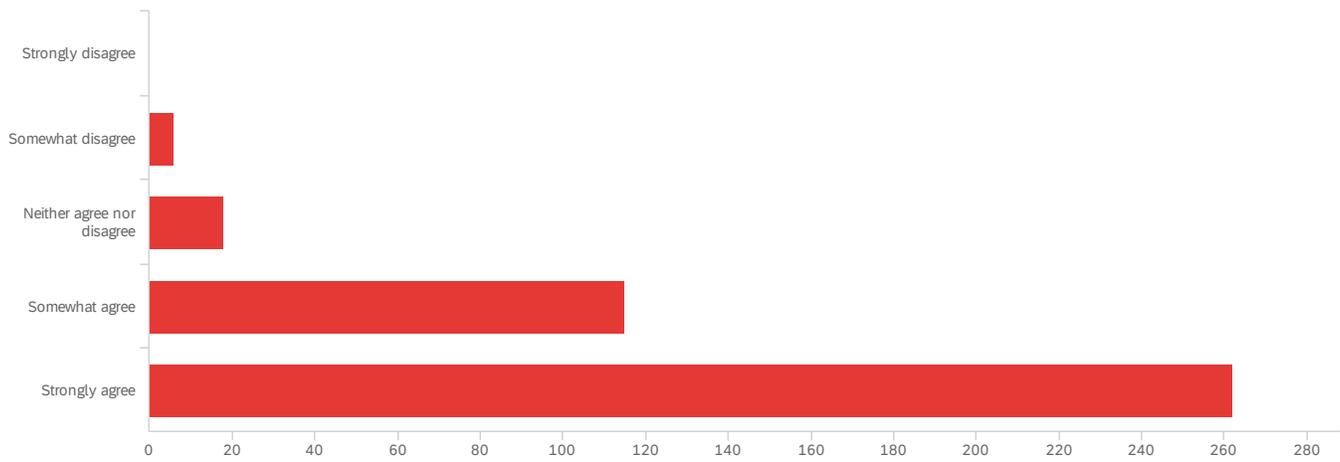


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PLC (Professional Learning Community) time is purposeful, effective, and related to student learning and teaching.	1.00	5.00	3.84	1.06	1.13	278

#	Field	Choice Count
1	Strongly disagree	1.44% 4
2	Somewhat disagree	12.23% 34
3	Neither agree nor disagree	20.50% 57
4	Somewhat agree	32.73% 91
5	Strongly agree	33.09% 92
		278

Showing rows 1 - 6 of 6

## Q40 - I am able to apply my skills in my role.

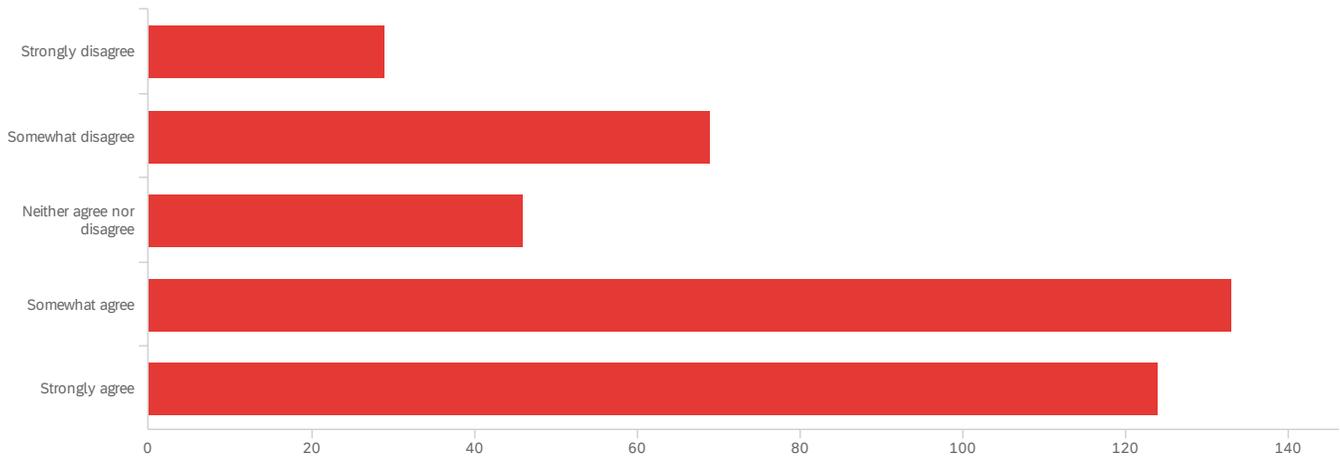


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am able to apply my skills in my role.	2.00	5.00	4.58	0.65	0.42	401

#	Field	Choice Count
1	Strongly disagree	0.00% 0
2	Somewhat disagree	1.50% 6
3	Neither agree nor disagree	4.49% 18
4	Somewhat agree	28.68% 115
5	Strongly agree	65.34% 262
		401

Showing rows 1 - 6 of 6

## Q41 - I am satisfied with my current workload.

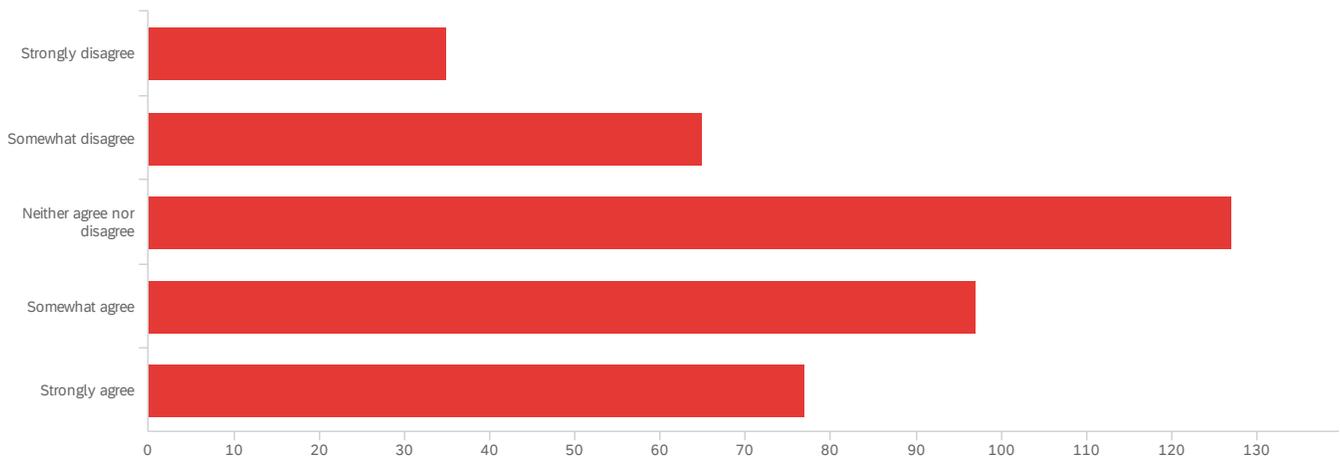


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am satisfied with my current workload.	1.00	5.00	3.63	1.28	1.63	401

#	Field	Choice Count
1	Strongly disagree	7.23% 29
2	Somewhat disagree	17.21% 69
3	Neither agree nor disagree	11.47% 46
4	Somewhat agree	33.17% 133
5	Strongly agree	30.92% 124
		401

Showing rows 1 - 6 of 6

## Q42 - WCSD provides opportunities to advance my career.

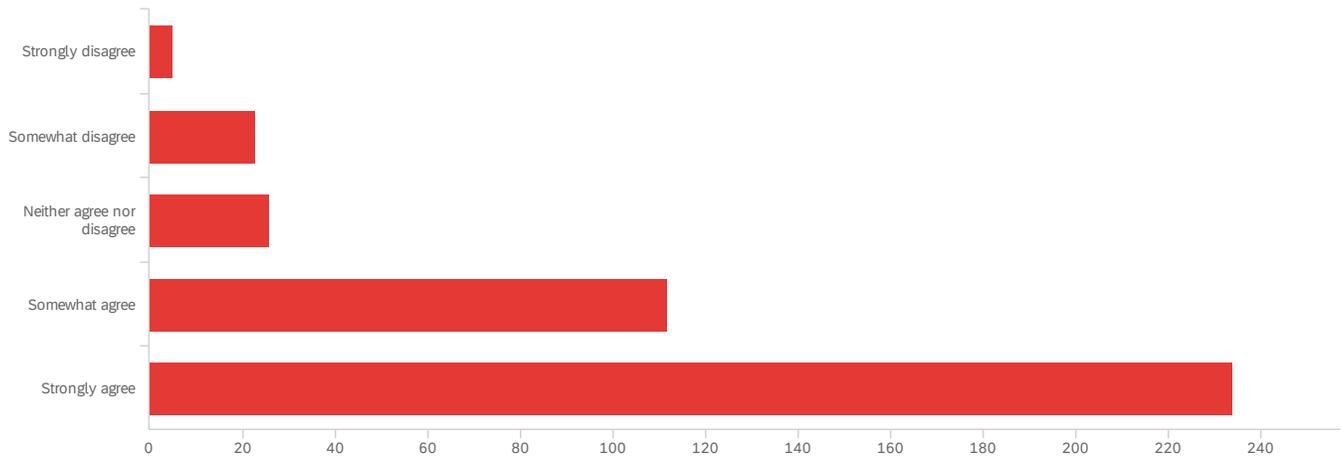


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	WCSD provides opportunities to advance my career.	1.00	5.00	3.29	1.20	1.44	401

#	Field	Choice Count
1	Strongly disagree	8.73% 35
2	Somewhat disagree	16.21% 65
3	Neither agree nor disagree	31.67% 127
4	Somewhat agree	24.19% 97
5	Strongly agree	19.20% 77
		401

Showing rows 1 - 6 of 6

### Q43 - I have a positive relationship with my administrator / supervisor.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a positive relationship with my administrator / supervisor.	1.00	5.00	4.37	0.93	0.86	400

#	Field	Choice Count
1	Strongly disagree	1.25% 5
2	Somewhat disagree	5.75% 23
3	Neither agree nor disagree	6.50% 26
4	Somewhat agree	28.00% 112
5	Strongly agree	58.50% 234
		400

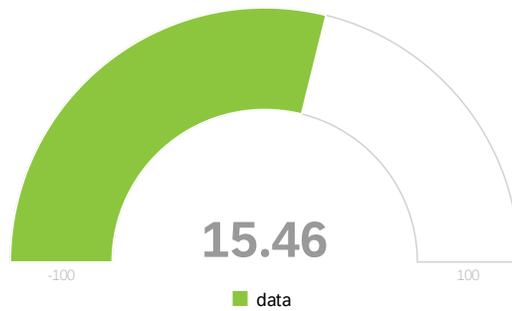
Showing rows 1 - 6 of 6

Q27 - On a scale from 0-10, how likely are you to recommend Waunakee Community

School District as an employer to a friend or colleague?



■ Detractor ■ Passive ■ Promoter



End of Report

**DEI Ad Hoc Recommendations  
Administrative Retreat: Renew 22  
June 15 & 16, 2022**

**Recommendations for HR & Budget Committees:**

**Group Members:**

Brian Grabarski  
Steve Summers  
Allie Dye  
Anne Blackburn  
Rick Franz  
John Cramer  
Connie Vacho

Item	Committee	Focus Area From Equity Audit	Notes
<p>Encourage the Board to revisit the time horizon before advisors can be compensated;</p>	<p>HR or Co-Curricular</p>	<p><u>Focus Area 1</u>: Conditions at schools foster positive climates that support teaching and learning for educators and students.</p>	<p>Structure is already in place (3<sup>47</sup> years before the advisor is being paid for the club/sport/organization). We do allow exceptions, depending on the situation and club.</p> <p>We see this in the Co-Curricular Committee rather than Human Resources.</p> <p><i>We suggest asking principals or AD (especially at the MS and HS level) if we have had clubs/sports that have not moved forward because of this 3 year compensation rule.</i></p> <p><i>Form - take a look at the form to see the language and how we could gather/have more input on how many students involved, etc.</i></p>

<p>Work on systems that invite/require (and compensate) non-certified staff at these trainings</p>	<p>HR</p>	<p><u>Focus Area 1</u>: Conditions at schools foster positive climates that support teaching and learning for educators and students.</p>	<p>Hourly staff typically do not work on days with no students. They are invited, but not required to attend these training sessions. Invitations are not always universal.</p> <p>We do not know if the DEI committee knew that this option was available to our staff.</p> <p>We do not discourage principals from encouraging or inviting hourly staff to attend professional development when they are not scheduled to work.</p>
<p>Review hiring policies to recruit staff from underrepresented groups who represent our diverse student body</p>	<p>HR</p>	<p><u>Focus Area 4</u>: All students have access to capable, qualified educators.</p>	<p>*To continue to seek out different ways to post positions to try to gather diverse applications (alternate posting sites). 48</p> <p>Review the pool applications, who gets selected for interviews, and who ultimately gets hired.</p> <p>Sometimes some of this information is not identified in the early stages of the application process, and often only presented in the final stages of the hiring process.</p> <p>Attend job fairs in more diverse locations.</p>
<p>Work with universities to recruit and/or incentivize BIPOC candidates</p>	<p>HR</p>	<p><u>Focus Area 4</u>: All students have access to capable, qualified educators.</p>	<p>We can connect with universities to figure out what student or educational groups that support BIPOC individuals. Limitation* As a school district, we</p>

			<p>hire very few individuals that are straight out of college.</p> <p>Hiring practices in our district happen at the building or site level. Our general hiring practices at the district would need to be changed or highly invested in with dollars/resources to do this (requires different thinking to achieve this goal).</p>
Consider a “Grow Your Own” program that enables people within our district to pursue educator licensure;	HR	<u>Focus Area 4</u> : All students have access to capable, qualified educators.	Middleton, Verona, and Madison - currently have successful models that we could investigate how these look and how we could do this within our school district.
Inquire about other district’s efforts to retain diverse staff.	HR	<u>Focus Area 4</u> : All students have access to capable, qualified educators.	<p>This is an area of growth for the majority of school districts. We would need to find school districts that do have a diverse staff and investigate how this is working (Fox Valley area, Madison).</p> <p>University of Wisconsin - Madison held an on-campus with school Human Resources department to help with interviewing, career preparation, etc.</p> <p>Collaboration of retaining and recruiting diverse community members is an important role and partner with this item.</p>
Offer fee waivers to students for extraneous fees such as those associated with retaking the ACT exam, drawing these fees from Student Financial	Budget	<u>Focus Area 5</u> : Schools maintain accountability by utilizing multiple indicators to assess student achievement, instructional	<p>Student Financial Assistance Fund has made significant progress the last 3 years.</p> <p>We can run data and numbers for students participating and</p>

Assistance Fund;		effectiveness, and school performance.	receiving assistance from the fund.  We will look for additional opportunities for “automatic” enrollment in programs within our school district.
First, the committee recommends our current educators and administrators have opportunities to participate in the development of the budget.	Budget	<u>Focus Area 7</u> : All schools are sufficiently and equitably funded to provide the resources and supports required to meet all students’ needs.	Administration team currently involved.  Focus on more staff feedback to administrators prior to administration working together within the budget discussions.
In accordance, engaging our district staff in these discussions can help the BOE to identify and allocate resources based on areas of need in each building.	Budget	<u>Focus Area 7</u> : All schools are sufficiently and equitably funded to provide the resources and supports required to meet all students’ needs.	Administration team currently involved.  Focus on more staff feedback to administrators prior to <sup>50</sup> administration working together within the budget discussions.
Review current research and national trends on the use and effectiveness of hiring practices, while considering the benefits of diversity for both students and staff.	HR	Additional Recommendation	The Human Resources department understands this information, but is now reflecting on how to get this information to additional district staff.  Work with our building level administrators to have our screening committees have some sort of training/programs in established goals and outcomes for the hiring.
Review best practices as it relates to retention and promotion of a diverse staff and administration, making	HR	Additional Recommendation	Internal promotions - we have opportunities and individuals pursue them.  “Grow Your Own” - current

recommendations for professional development, improvement of professional practices, and internal promotions for all Waunakee School District teachers, paraeducators & staff			employees that we have and we support them in their educational certificates and a guaranteed interview (not necessarily a guaranteed hire).
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