

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

Wednesday, March 8, 2023

8:30 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 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. DISCUSS THE PLANNING PROCESS FOR WAGE INCREASES

The administration would propose a draft plan of the following:

April/May - Review internal and market-based adjustments for 22/23 wages using referendum funds. Work collaboratively with the Teacher Compensation Committee on the process.

May - Review draft 23/24 wage increase plan

May/June - Approve 22/23 internal and market-based wage adjustments.

June - Approve 23/24 wage increases for Admin, Admin Support, Hourly Staff

July - Approve 23/24 wage increases for teachers *negotiation process dependent

VI. DENTAL PLAN CHANGES FOR 23/24

4

The district's self-funded dental plan has a positive balance which has continued to climb for the last several years. The current balance is approximately \$578,955 which is expected to increase to approximately \$600,000 by the school year's end. That strong balance offers an opportunity to offset staff's increased personal costs within the proposed 23/24 health plan.

Working with USI and Delta Dental, our plan administrator, we are proposing to the Insurance Committee the following plan adjustments:

- 1. Reduce our current deductible from \$25/\$75 to \$0/\$0 (\$34,010)
- 2. Increase the individual max to \$2000 from \$1200. (\$59,338)
- 3. Increase the Ortho max to \$2500 from \$2000. (\$5065)

Our projected claims spend in our status quo plan is approximately \$723,632. Based on our past history, our expected claims would run at a 95% dental loss ratio.

The proposed changes are projected to cost the amount in parenthesis listed above for a total of \$98,413. Translating the changes to the dental fund balance means the increased claims cost would decrease the fund balance by approximately \$65,913 per year.

VII. TERM LIFE INSURANCE CHANGES FOR 23/24

45

The district currently offers all regular employees a 100% employer-funded policy that provides coverage equal to their base wage rounded up to the nearest one thousand dollars.

For an increased benefit to employees and for efficiency gains in the HR office, the administration is recommending to the Insurance Committee that the district offers flat coverage amounts at the following levels:

- Support Staff = \$50,000
- Teachers = \$75,000
- Admin/Admin Support = \$200,000

Currently, the district's annual expense for term insurance is \$65,603.41. The proposed change would cost an additional \$12,067.31 annually.

VIII. VOLUNTARY VISION INSURANCE CHANGES FOR 23/24

50

Working with USI to procure insurance quotes from other providers that provide additional coverage and offer the greatest number of local coverage, the administration is recommending to the Insurance Committee a change to Met Life, specifically option 2.

The attached pdf shows our current level of coverage from Delta Vision, and two options from Met Life. Option 2 offers a Second Pair Rider, which provides for the opportunity for

additional glasses, contact lenses and has multiple use allowances, all of which are increases over the current package.

IX. ADJOURN

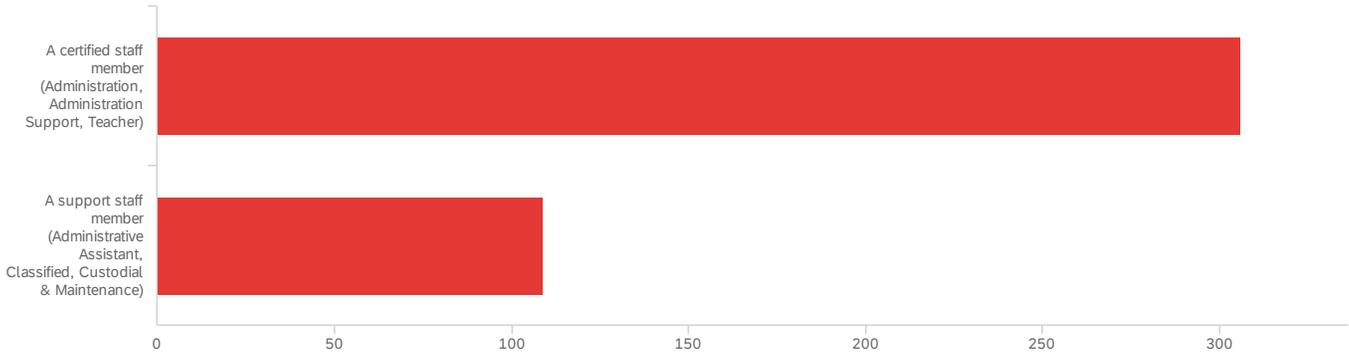
“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

Default Report

WCSD Staff Climate & Engagement Survey

January 25, 2023 2:24 PM CST

Q1 - I am ...



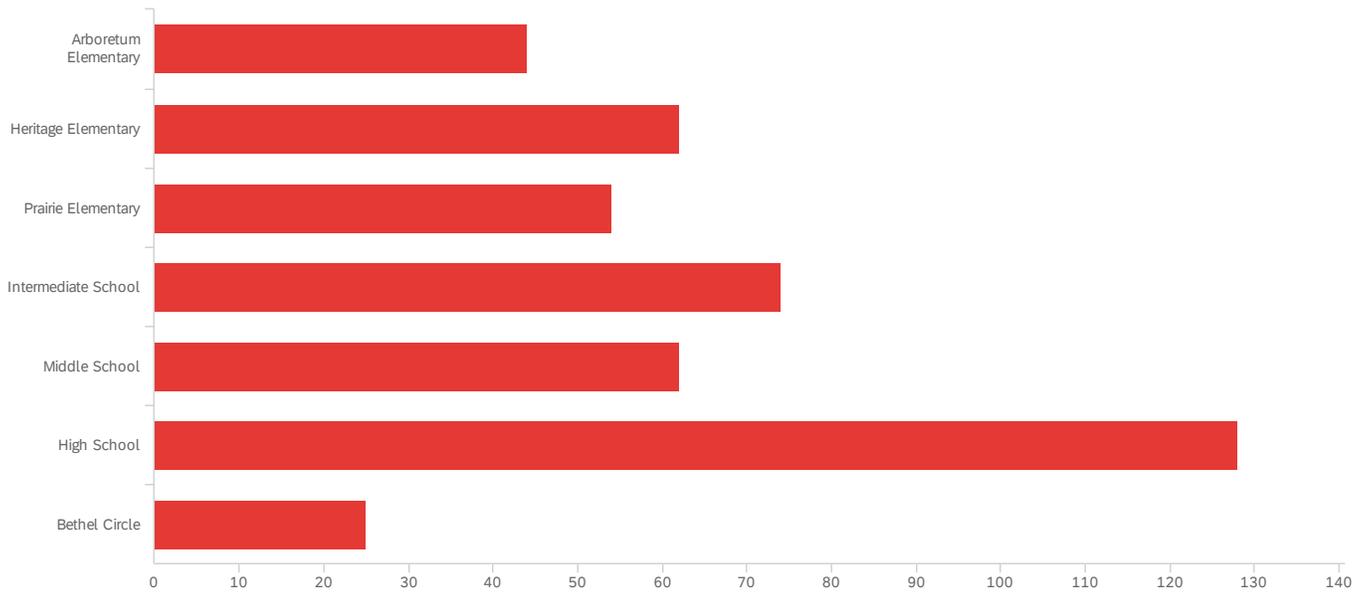
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am ...	1.00	2.00	1.26	0.44	0.19	415

#	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 ...

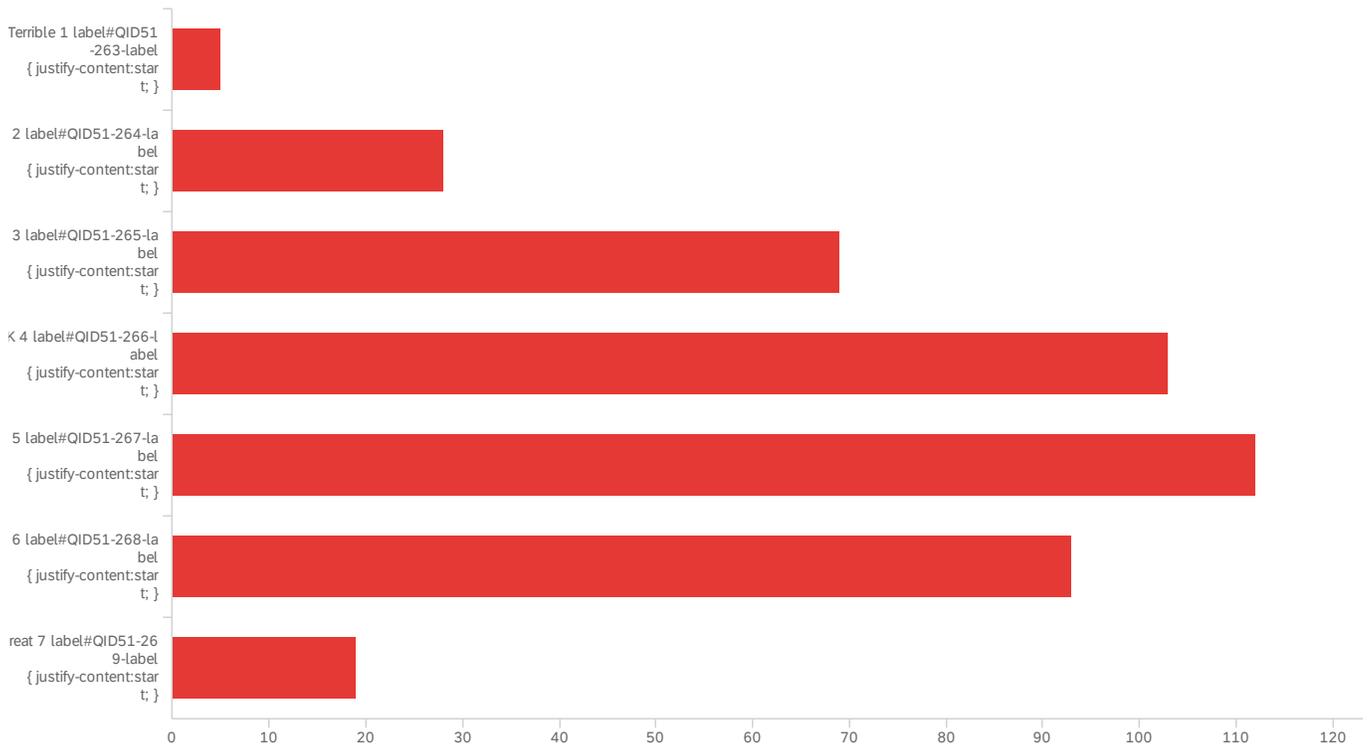


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My primary work location is ...	1.00	7.00	4.18	1.82	3.30	449

#	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?

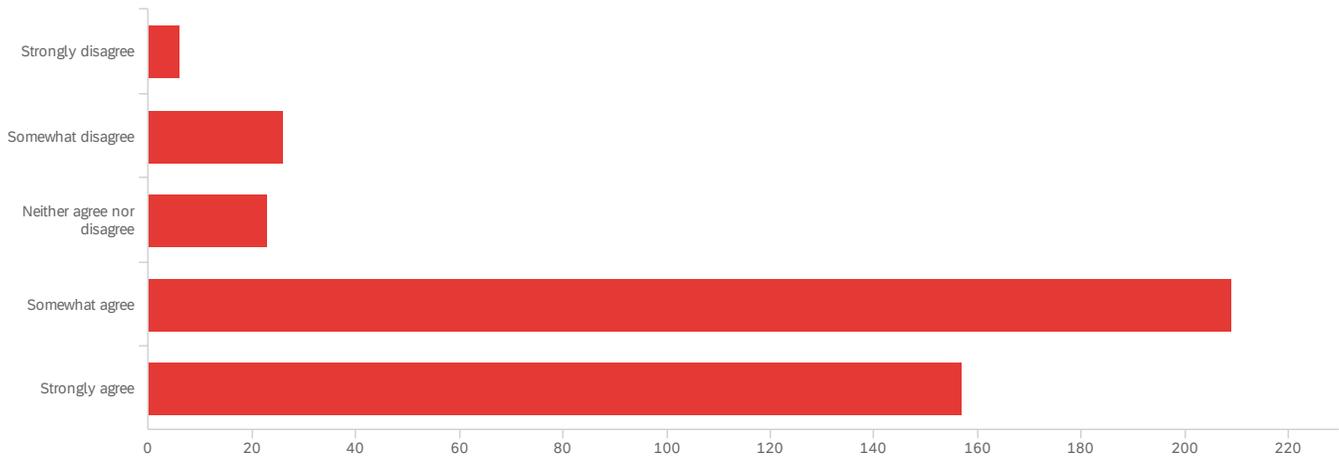


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How have you been feeling over the last two weeks at work?	1.00	7.00	4.50	1.34	1.80	429

#	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.

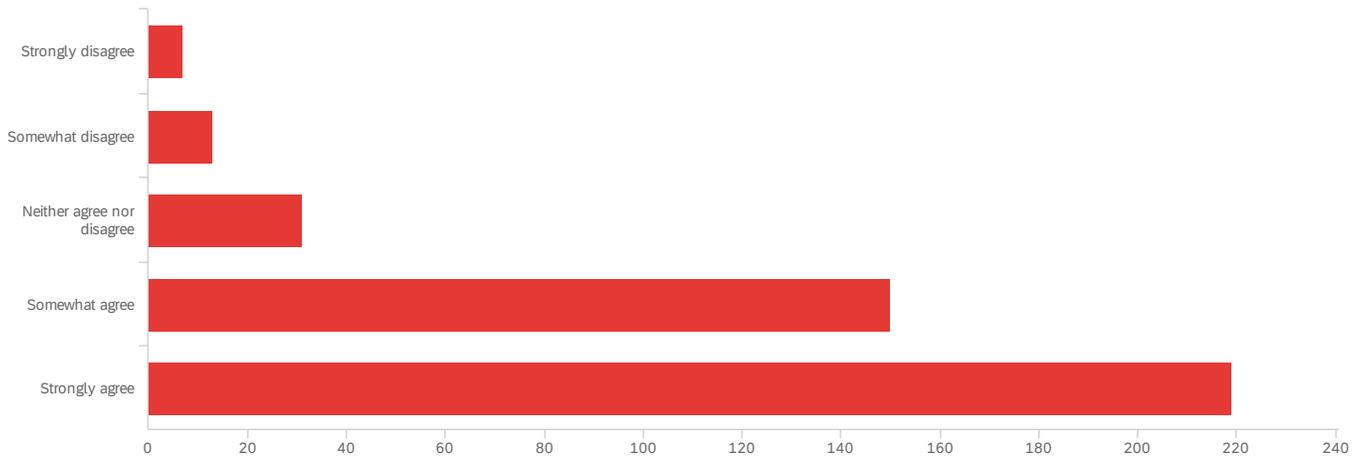


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members work well with one another in my building.	1.00	5.00	4.15	0.88	0.78	421

#	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.

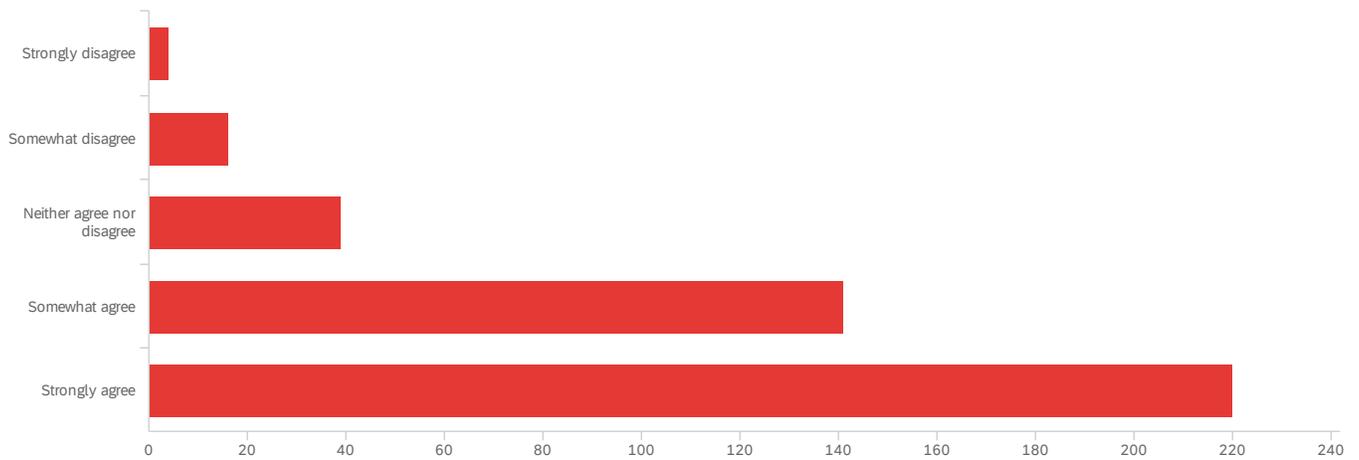


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Building strong relationships with students is a priority among my colleagues.	1.00	5.00	4.34	0.87	0.76	420

#	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.

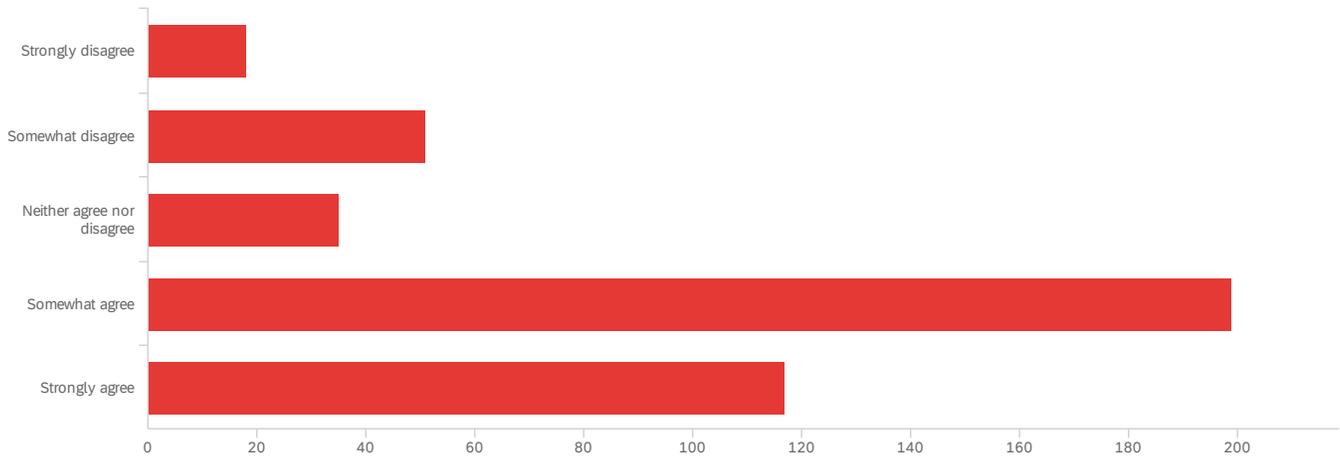


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am proud to work at Waunakee Community Schools.	1.00	5.00	4.33	0.87	0.75	420

#	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.

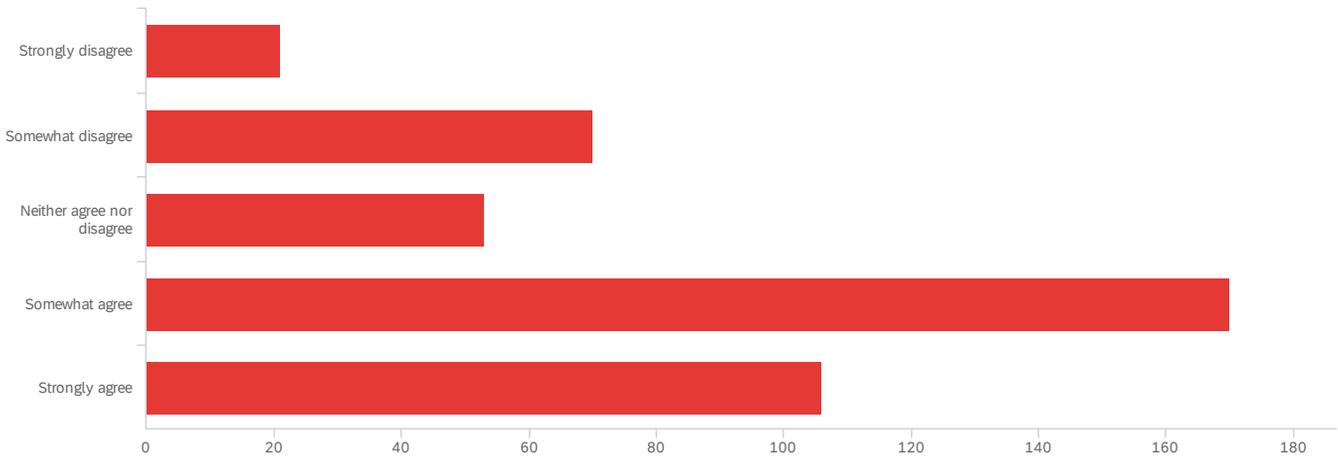


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Important school or department information is communicated to me in a timely manner.	1.00	5.00	3.82	1.10	1.20	420

#	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.

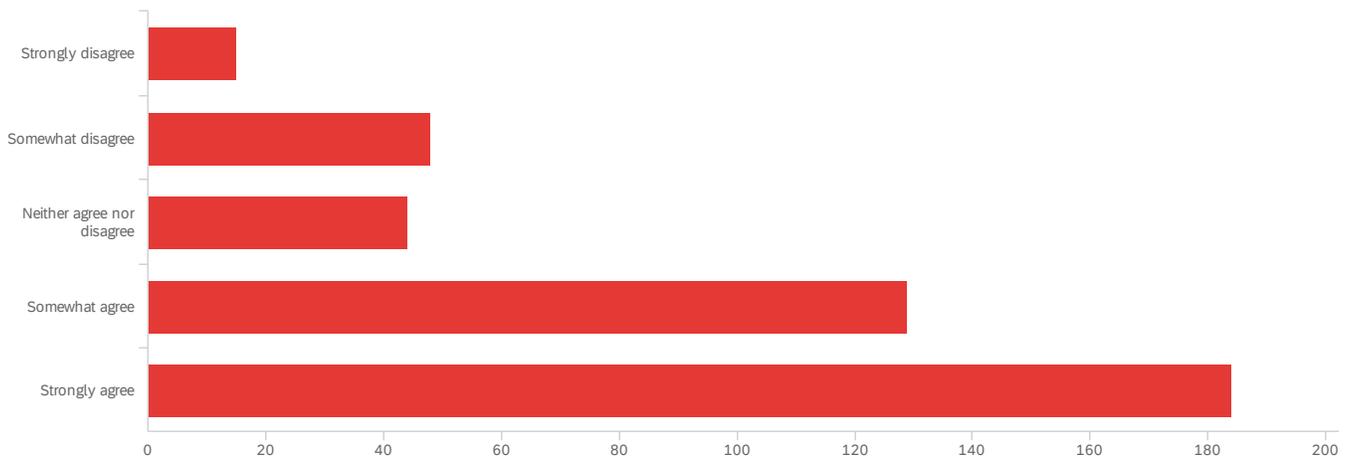


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	There are clear channels of communication between all administrators (building and district) and me.	1.00	5.00	3.64	1.17	1.37	420

#	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.

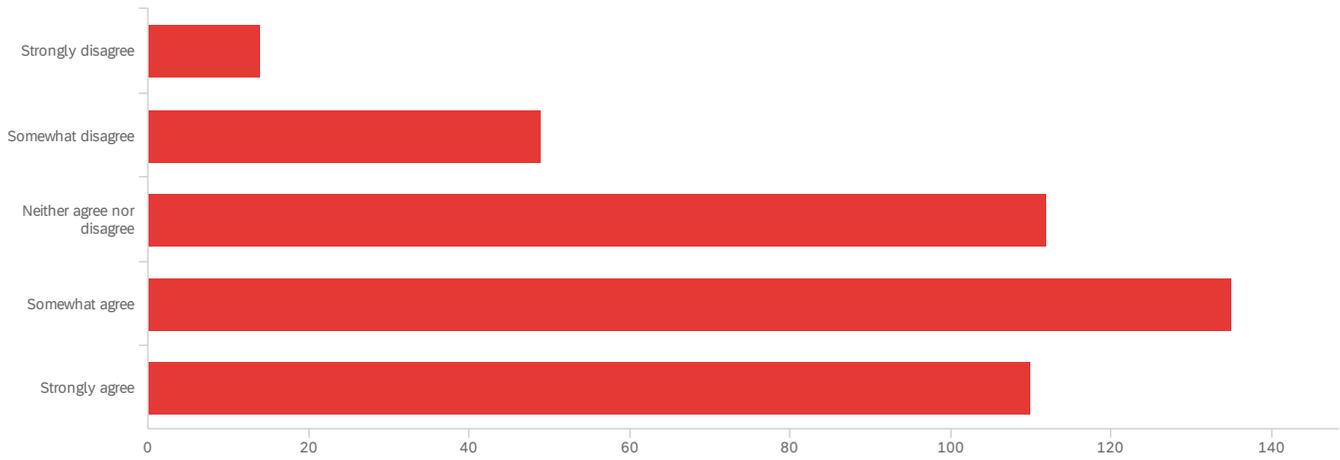


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Supervisors / Administrators at my location listen to my concerns and suggestions.	1.00	5.00	4.00	1.15	1.32	420

#	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.

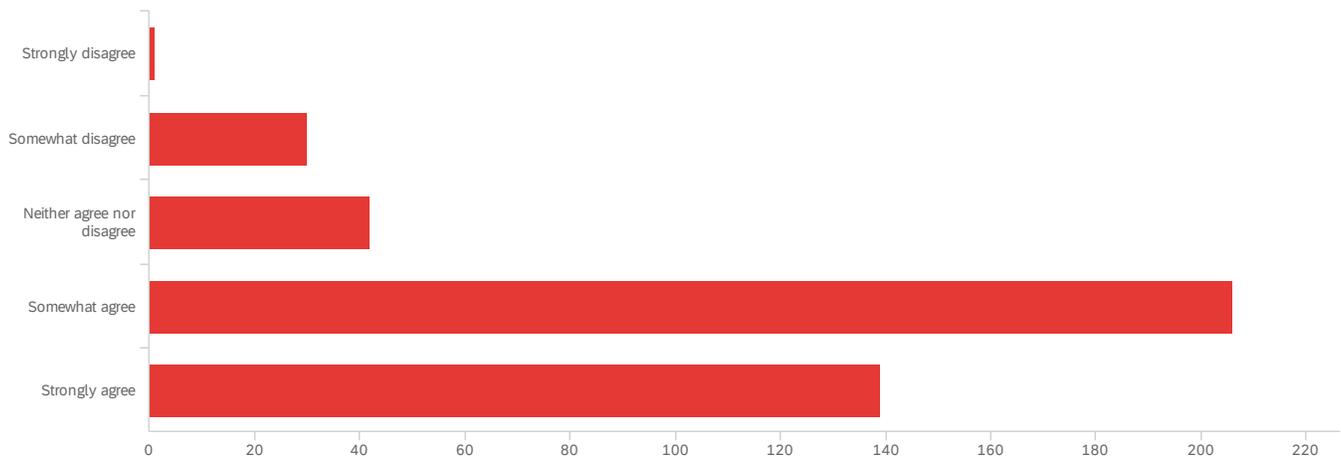


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Supervisors / Administrators at the district office listen to my concerns and suggestions.	1.00	5.00	3.66	1.09	1.18	420

#	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.

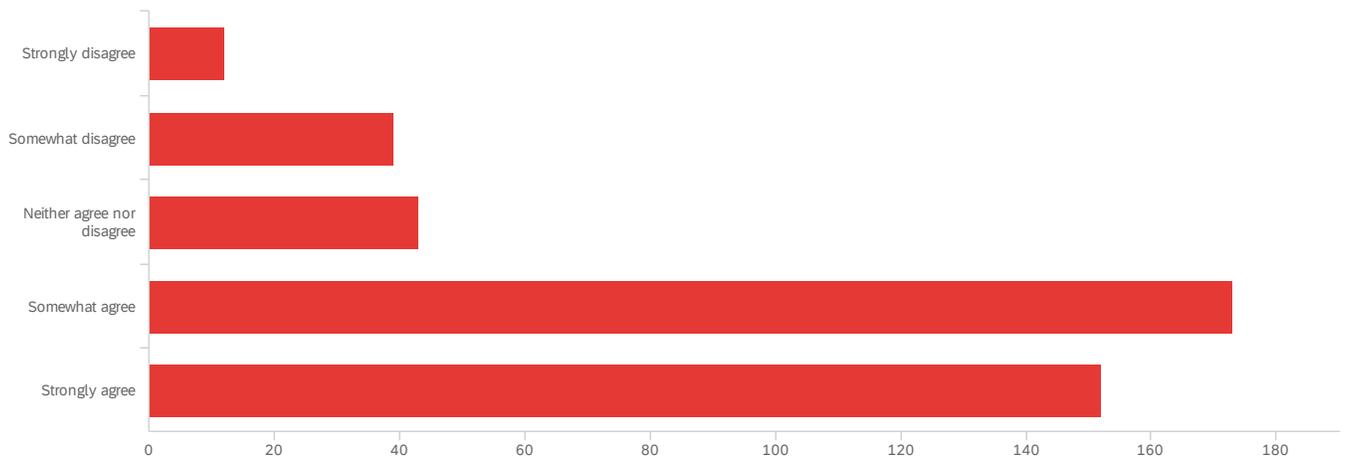


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members respect differences of other adults.	1.00	5.00	4.08	0.86	0.74	418

#	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.

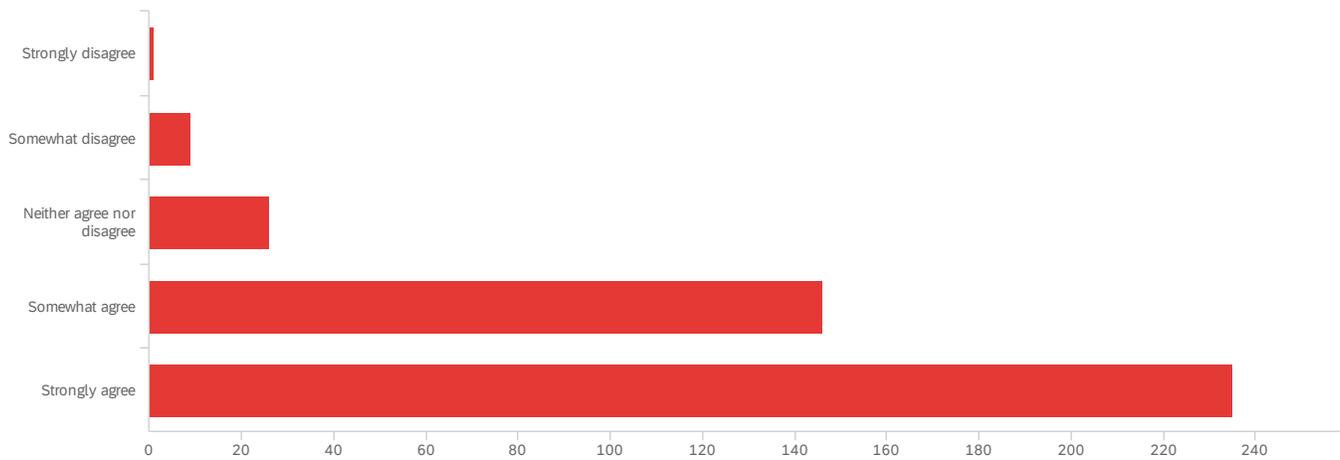


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Students treat me with respect.	1.00	5.00	3.99	1.05	1.10	419

#	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.

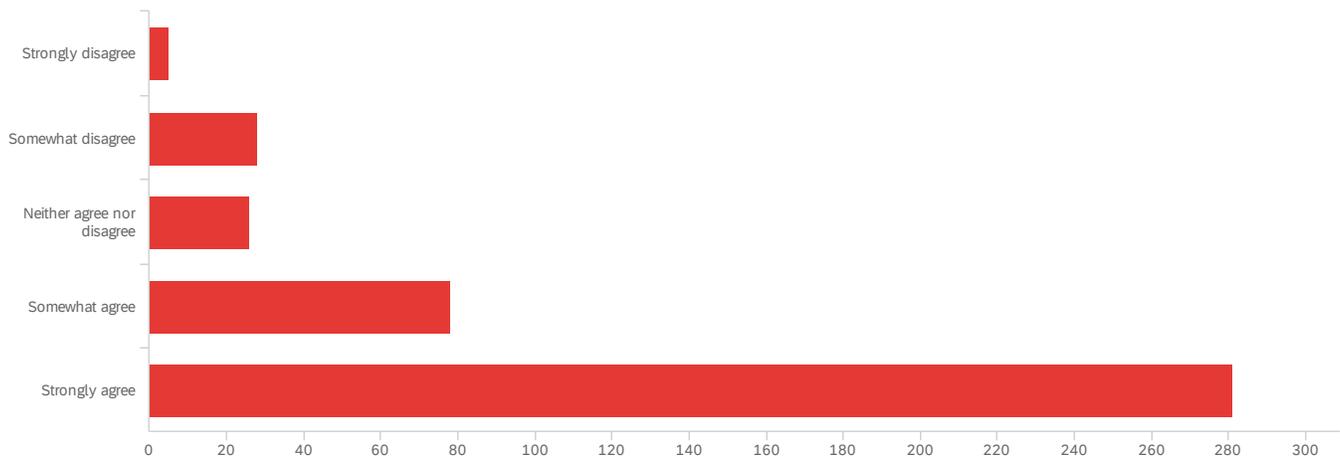


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members treat students with respect.	1.00	5.00	4.45	0.73	0.53	417

#	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.

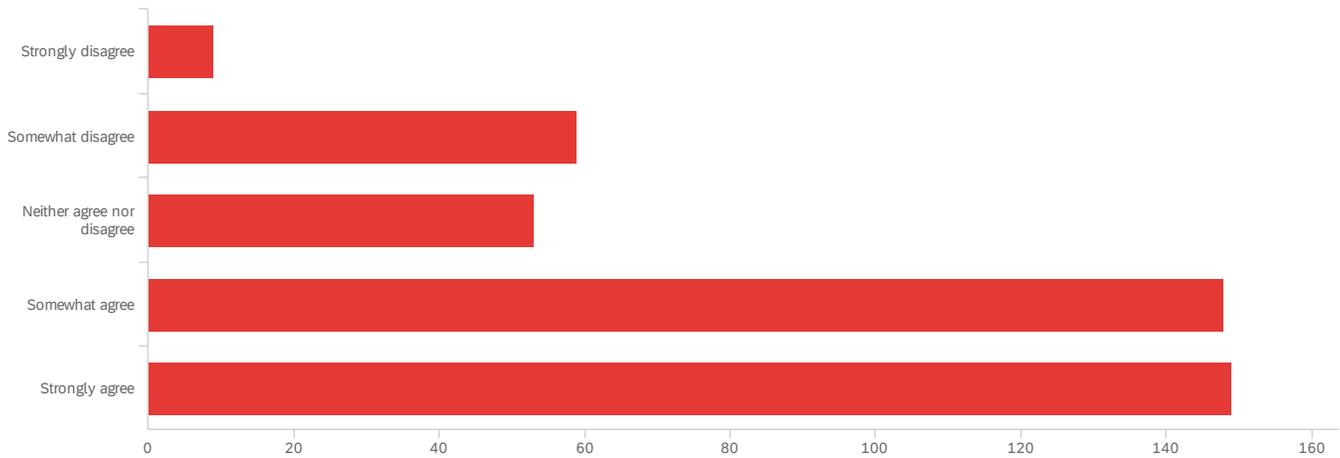


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My adminstrator / supervisor treats me with respect.	1.00	5.00	4.44	0.96	0.92	418

#	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.

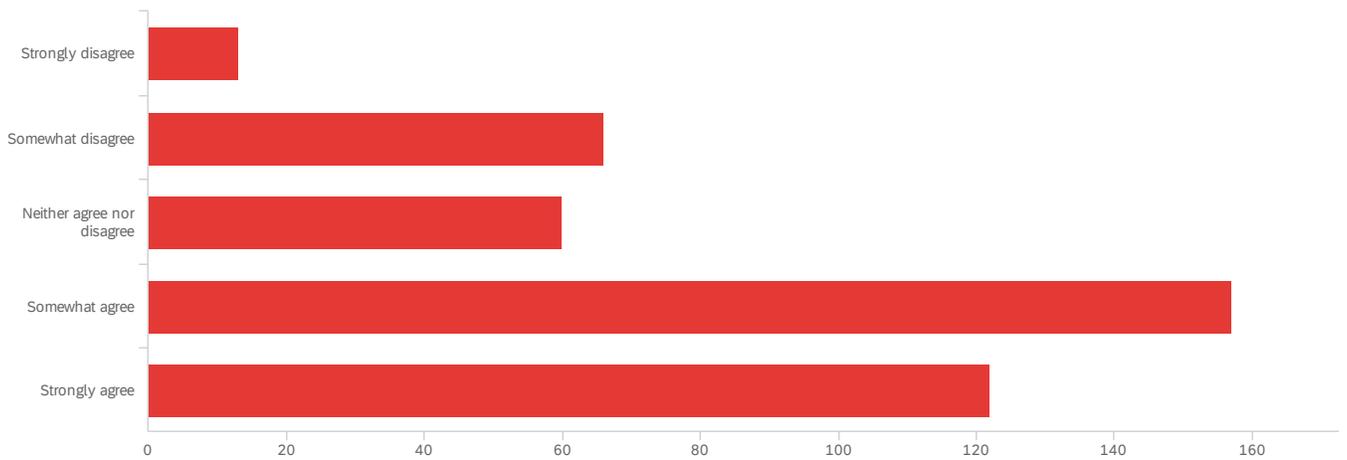


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	WCSD values my professional judgment and the contributions I make.	1.00	5.00	3.88	1.11	1.23	418

#	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.

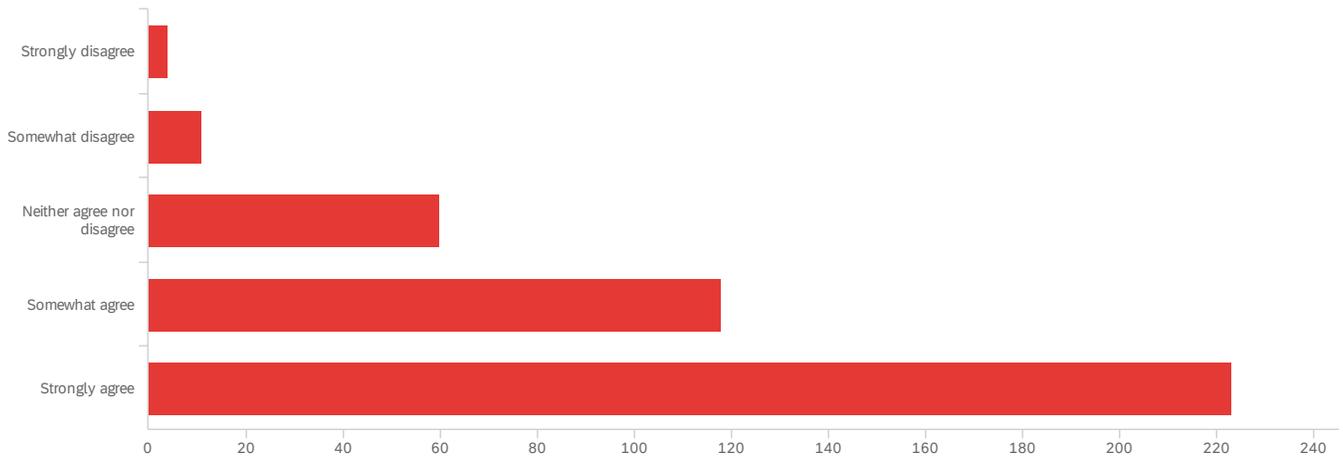


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The culture / climate where I work is positive and healthy.	1.00	5.00	3.74	1.13	1.28	418

#	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.

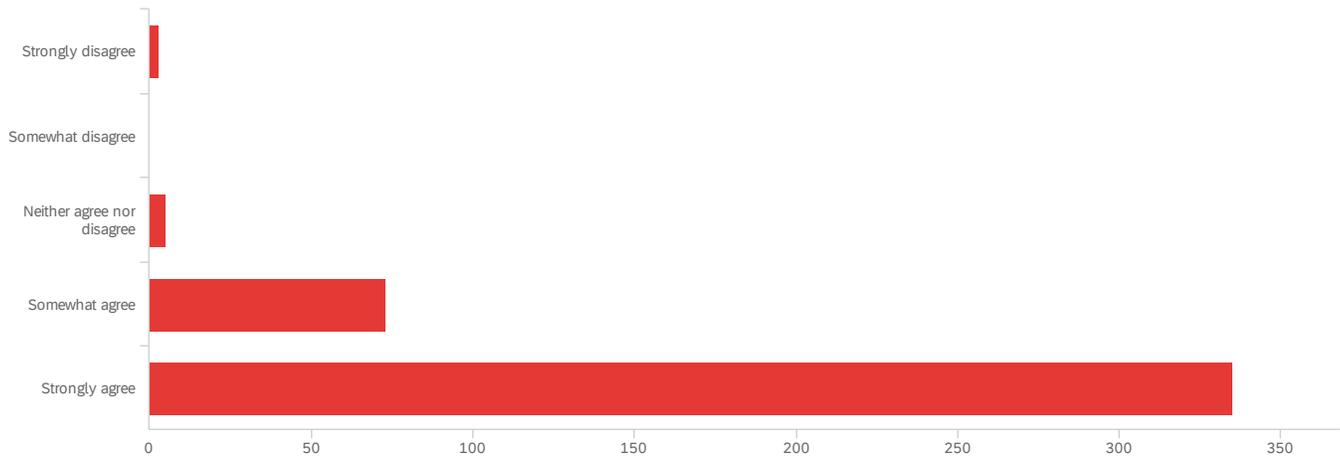


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My administrator / supervisor sets high expectations for me.	1.00	5.00	4.31	0.88	0.78	416

#	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.

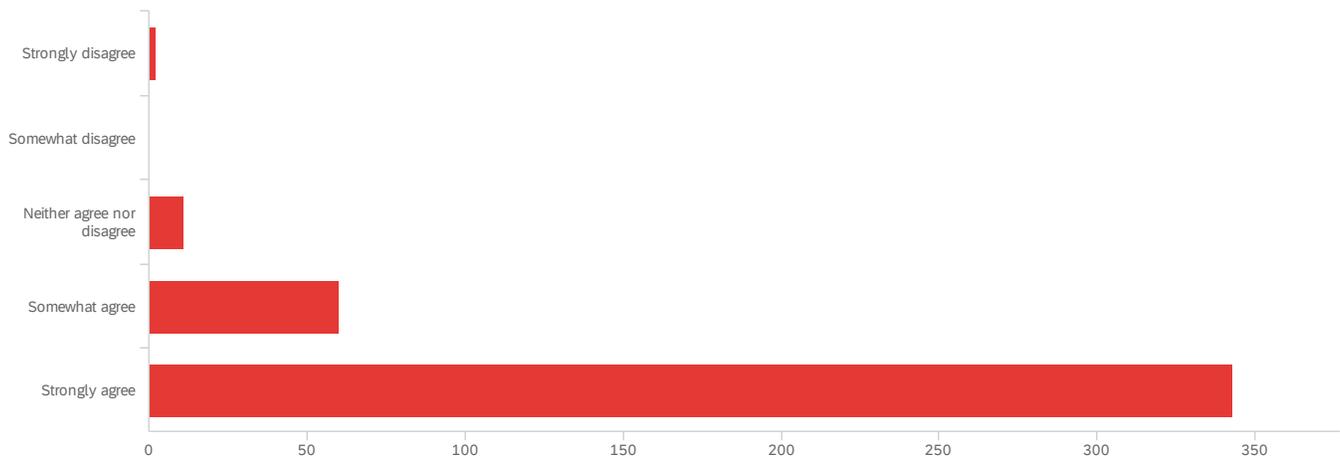


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I set high expectations for myself.	1.00	5.00	4.77	0.54	0.29	416

#	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.

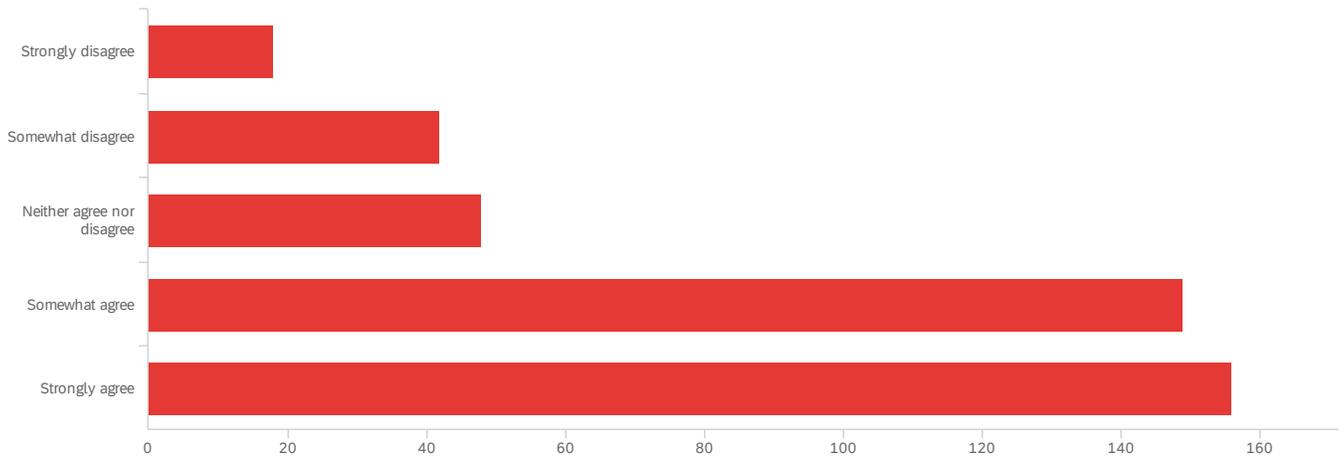


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Part of my role includes serving our students and families.	1.00	5.00	4.78	0.53	0.28	416

#	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.

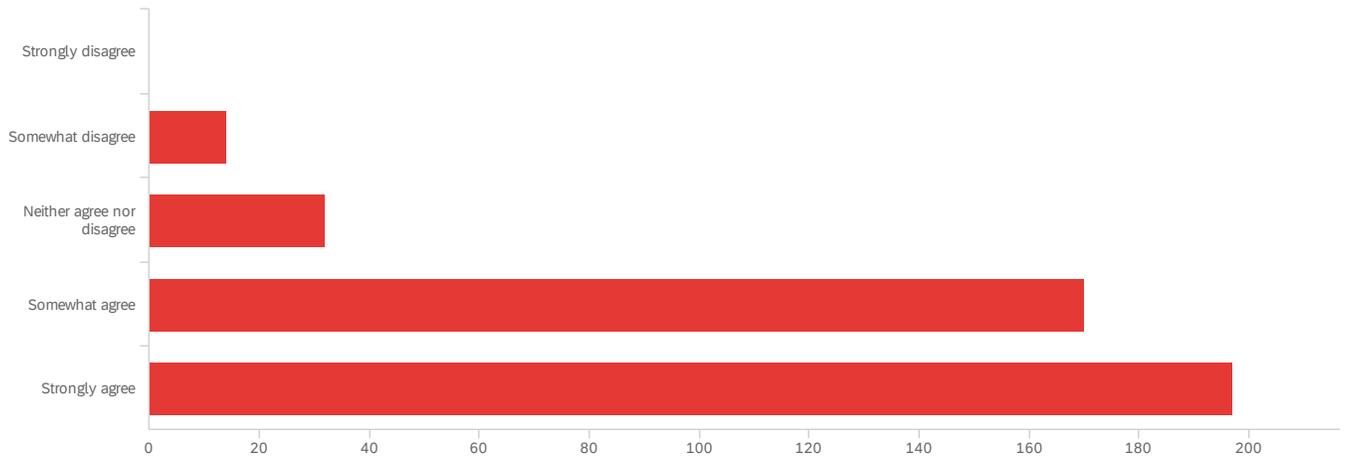


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My input (or the feedback I provide) is valued by my administrator / supervisor.	1.00	5.00	3.93	1.13	1.29	413

#	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.

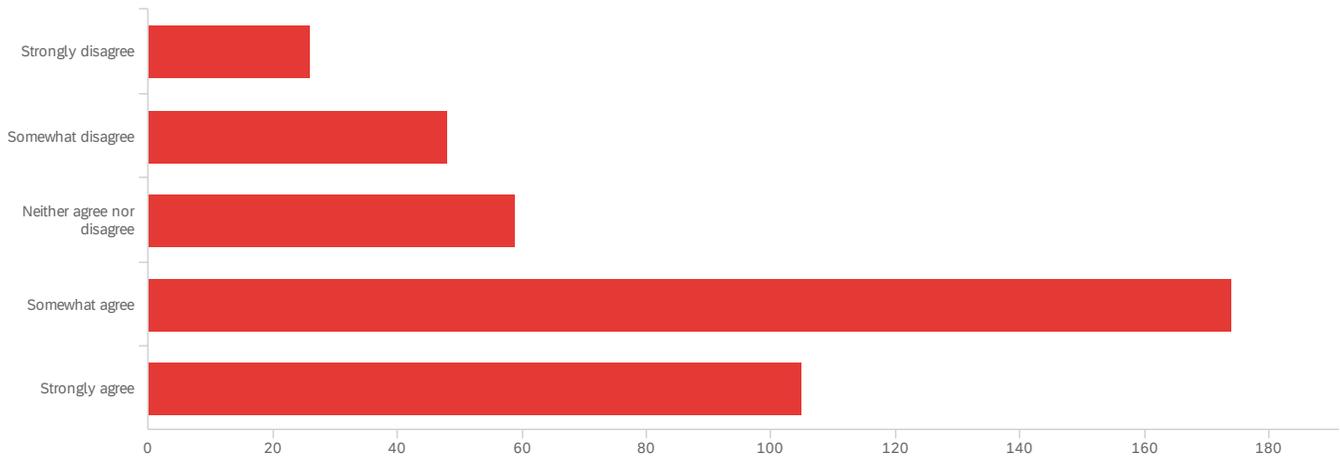


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My input (or the feedback I provide) is valued by my colleagues.	2.00	5.00	4.33	0.76	0.58	413

#	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.

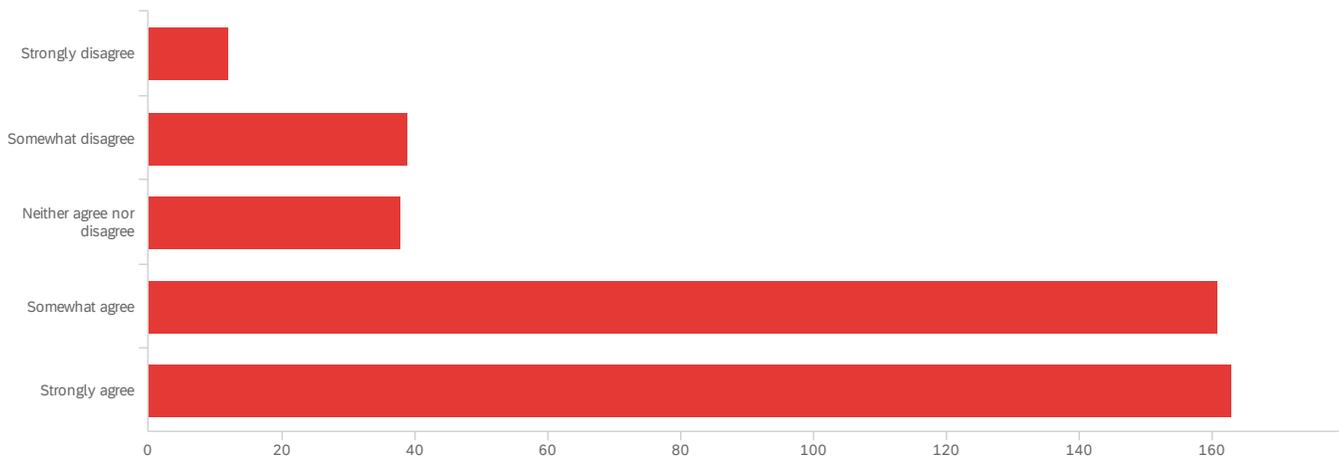


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am involved in the decision-making process in my school / department.	1.00	5.00	3.69	1.16	1.34	412

#	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.

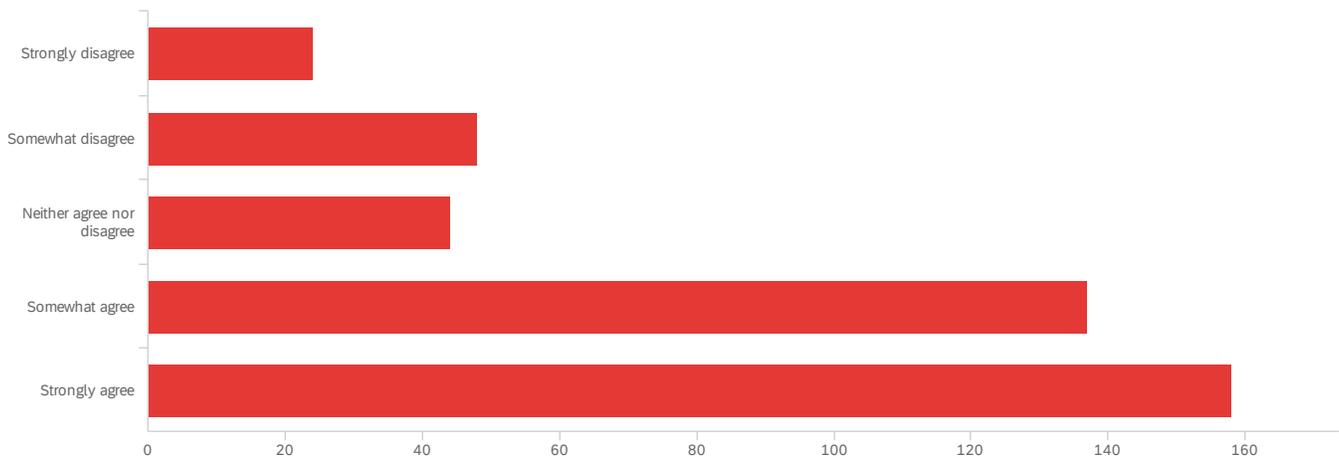


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can express my feelings and opinions to colleagues without fear.	1.00	5.00	4.03	1.06	1.13	413

#	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.

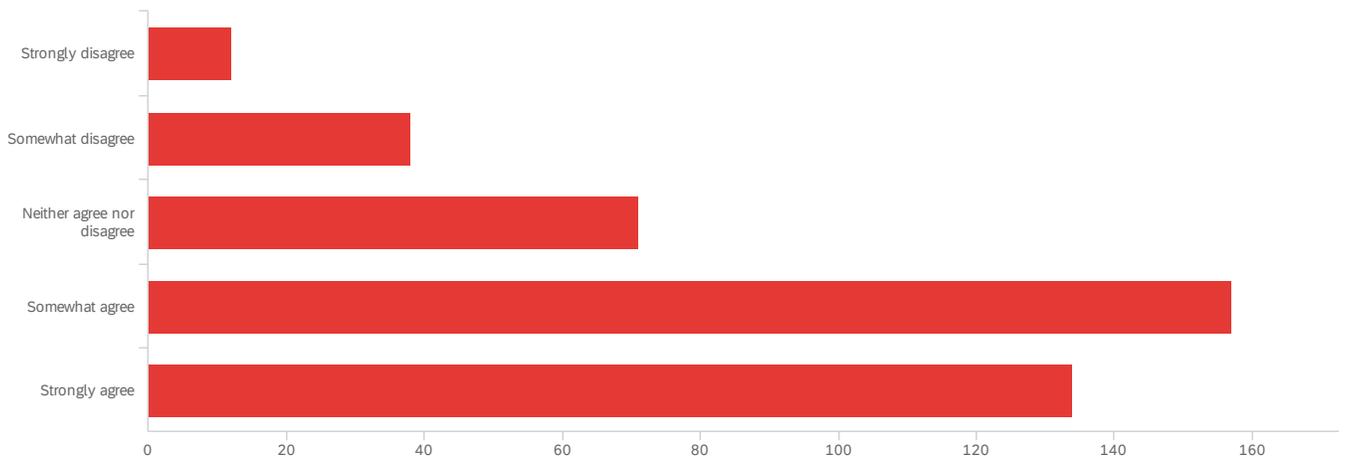


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can express my feelings and opinions to supervisors without fear.	1.00	5.00	3.87	1.21	1.47	411

#	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.

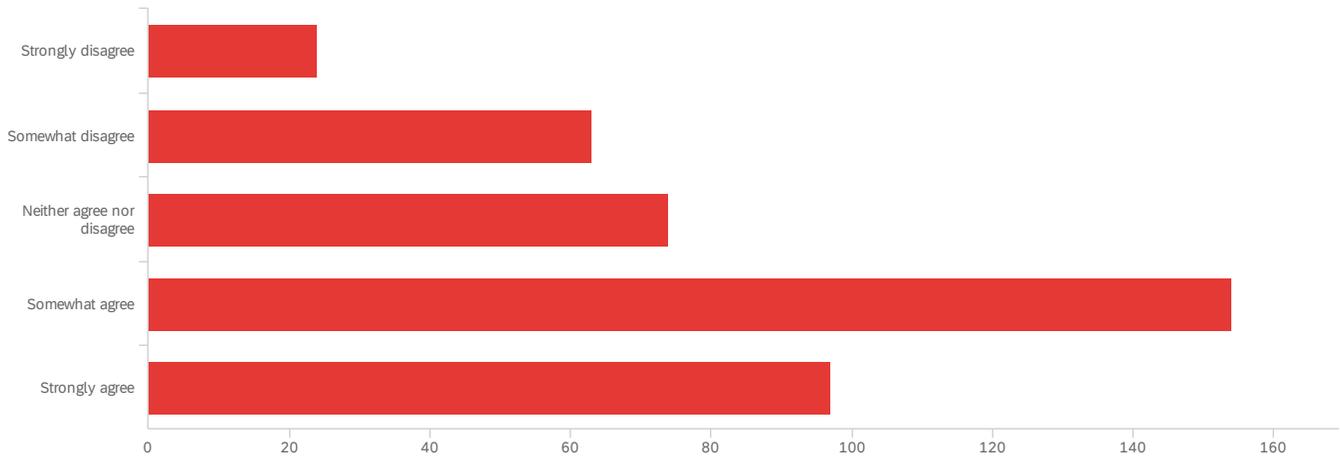


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Staff members are given opportunities to grow as leaders.	1.00	5.00	3.88	1.06	1.11	412

#	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.

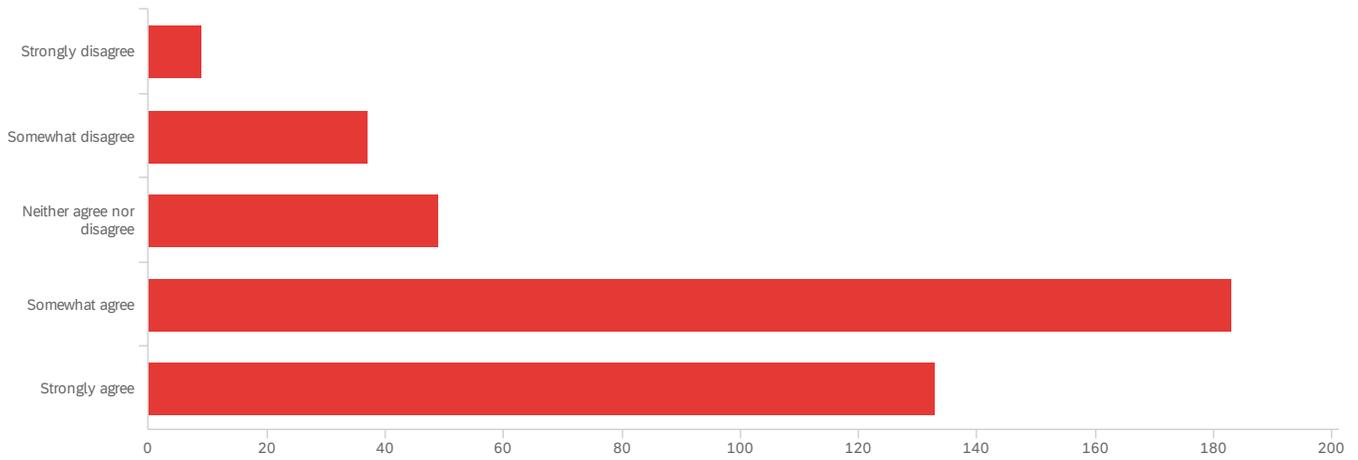


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	A culture of trust and respect exists for taking risks and supporting ideas for change.	1.00	5.00	3.58	1.17	1.37	412

#	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.

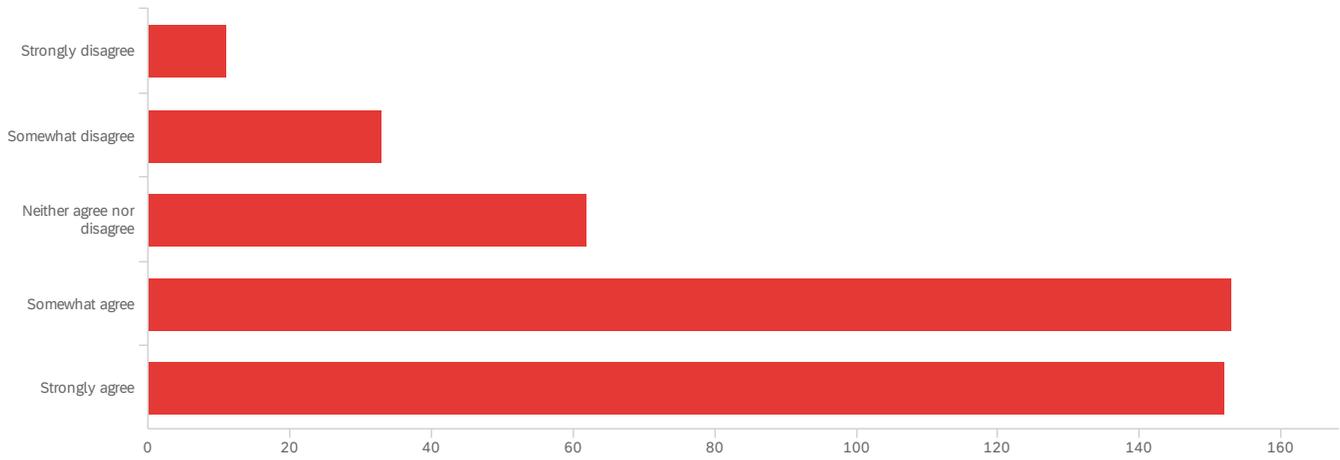


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	We have a shared mission and vision where I work.	1.00	5.00	3.96	1.00	1.00	411

#	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.

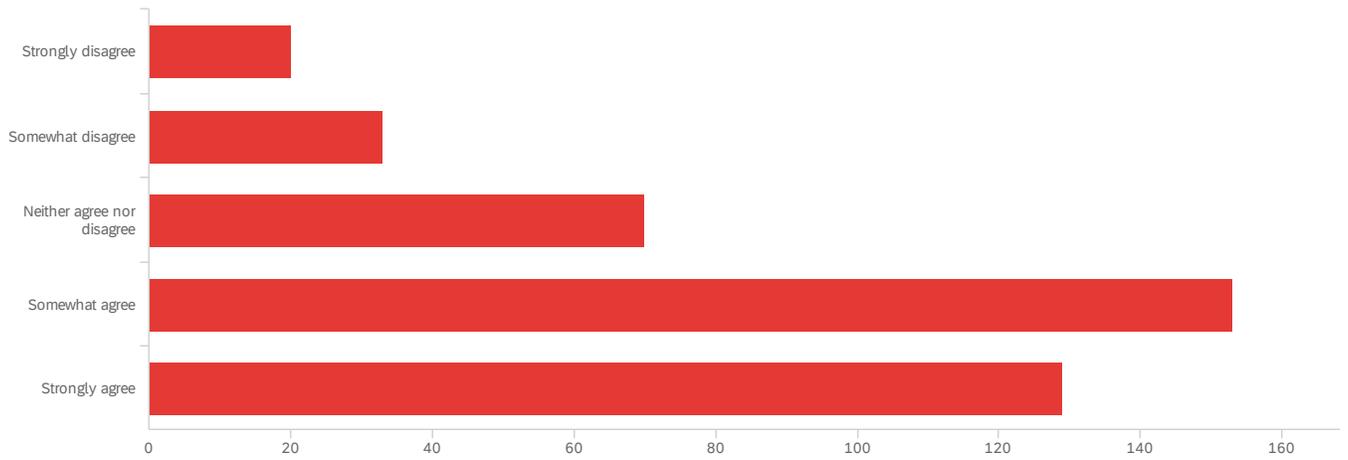


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	New staff members are welcomed and oriented to WCSD and its mission and vision.	1.00	5.00	3.98	1.04	1.08	411

#	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.

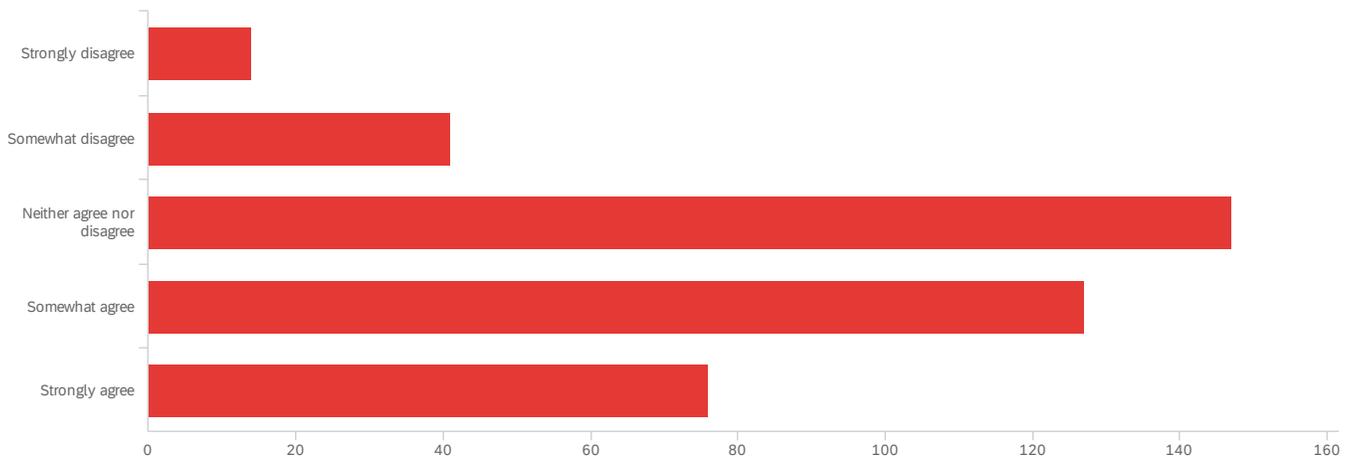


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My administrator / supervisor provides useful feedback to me.	1.00	5.00	3.83	1.11	1.23	405

#	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.

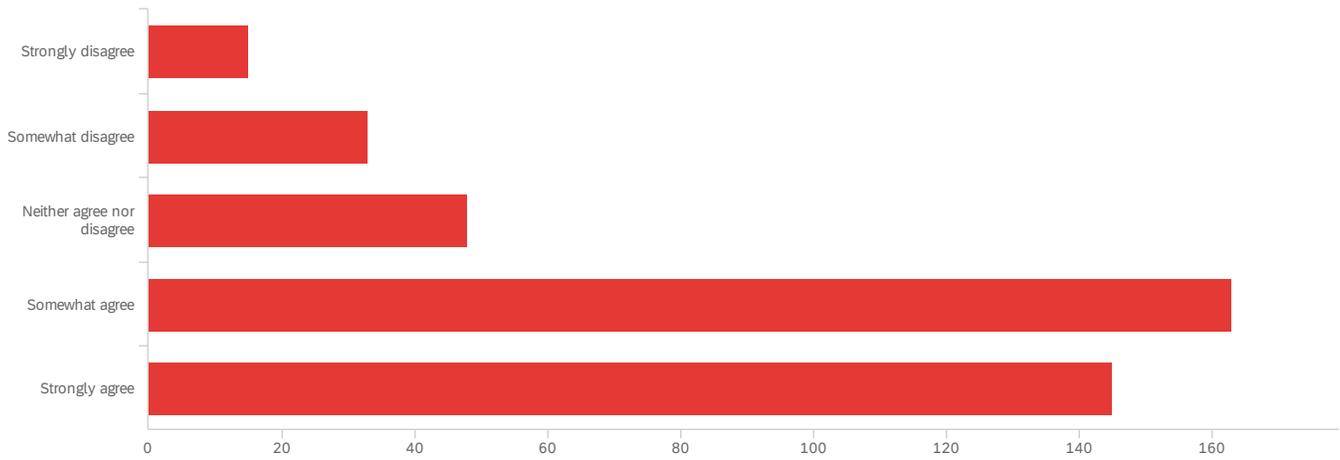


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Conflict among staff is resolved in a fair, effective and timely manner.	1.00	5.00	3.52	1.02	1.03	405

#	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.

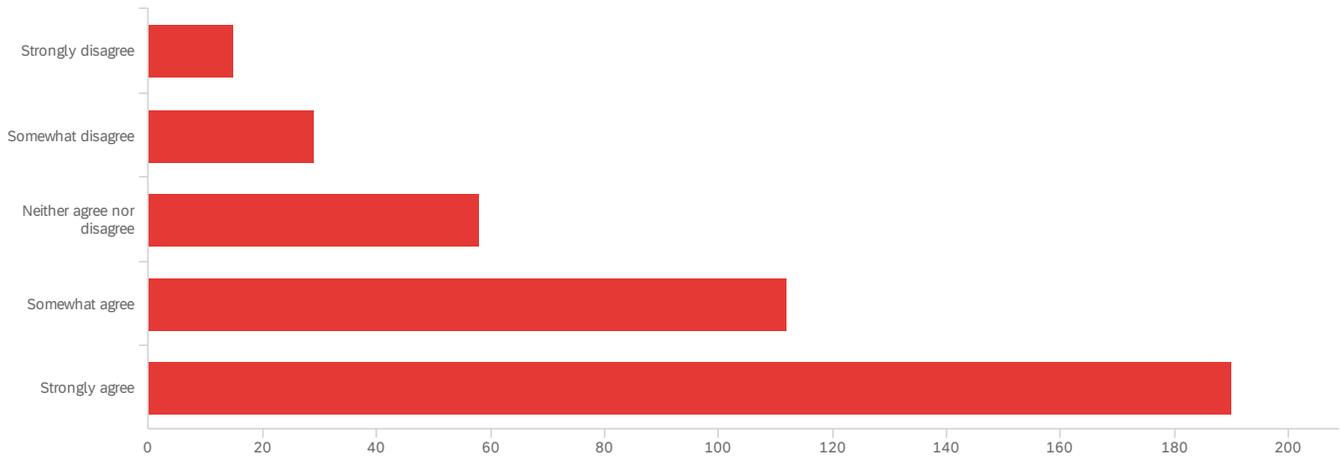


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel safe and supported to try new ideas.	1.00	5.00	3.97	1.07	1.14	404

#	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.

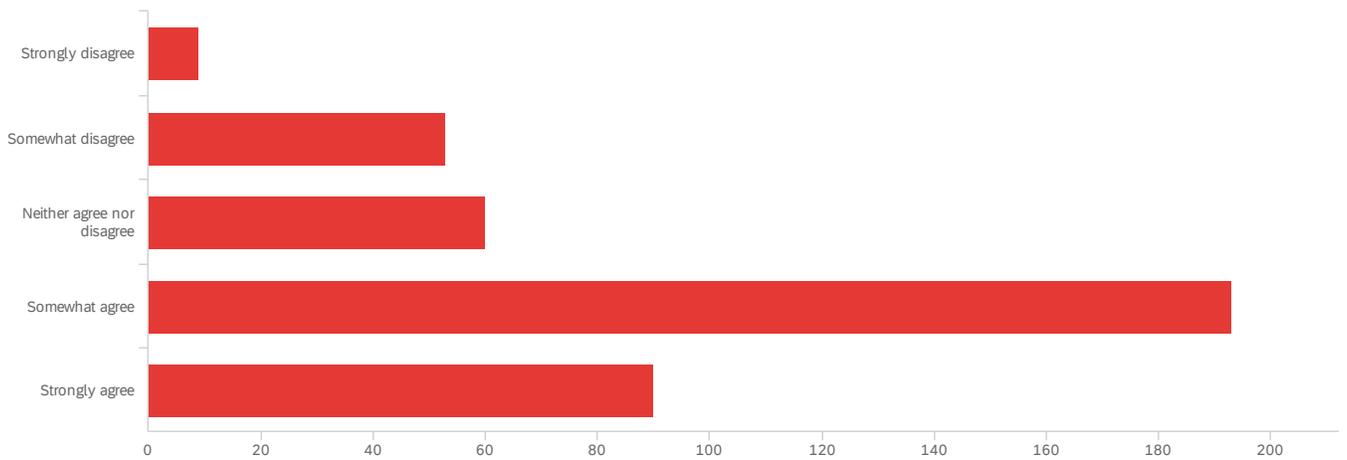


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My administrator / supervisor supports and assists me when dealing with concerns, complaints, or issues.	1.00	5.00	4.07	1.11	1.23	404

#	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.

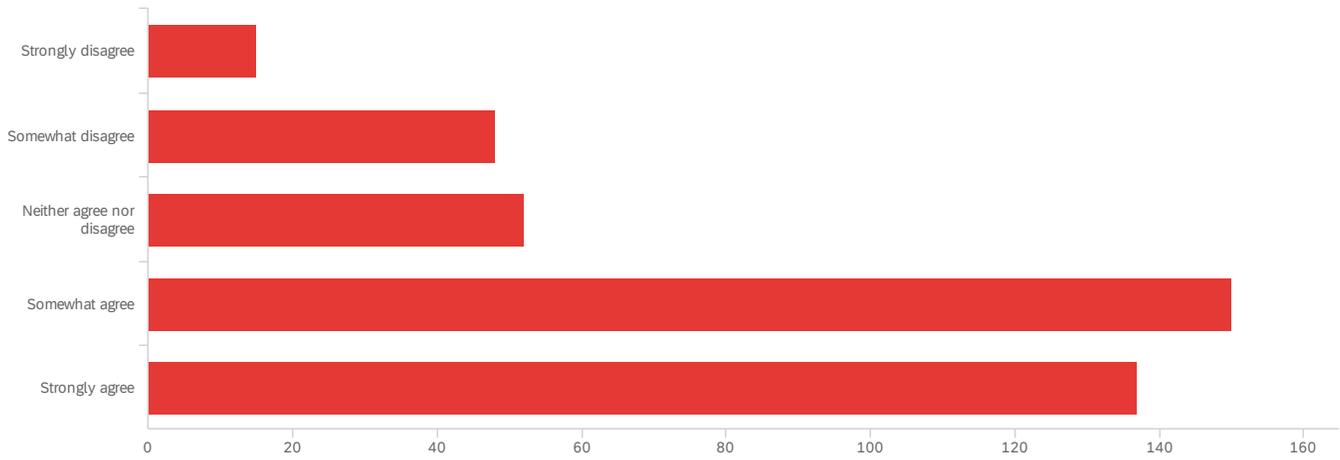


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The needs of our students are being met by WCSD.	1.00	5.00	3.75	1.01	1.03	405

#	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.

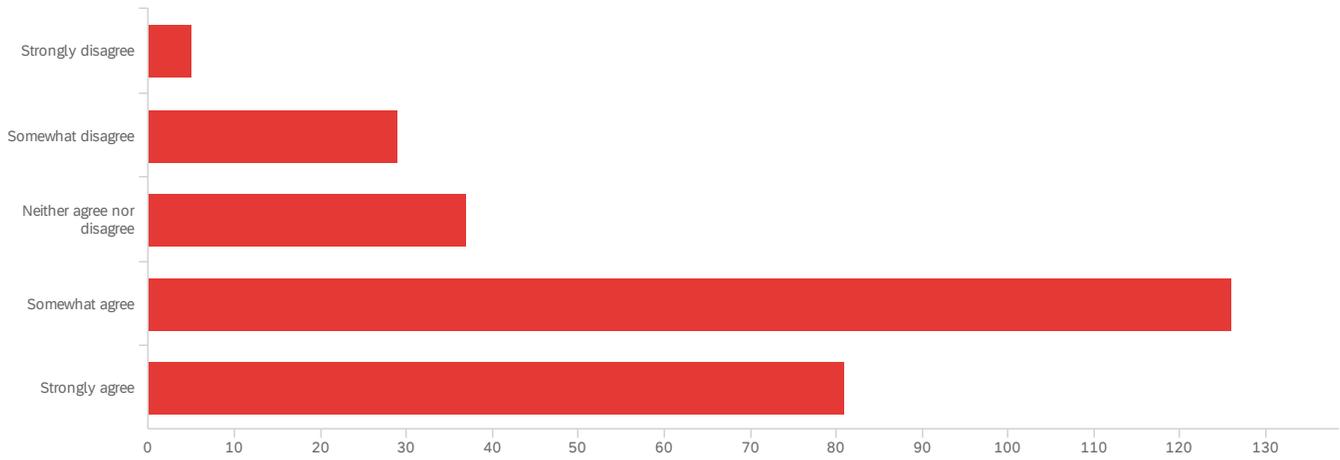


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am offered professional learning / development opportunities that help me improve in my role.	1.00	5.00	3.86	1.12	1.26	402

#	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.

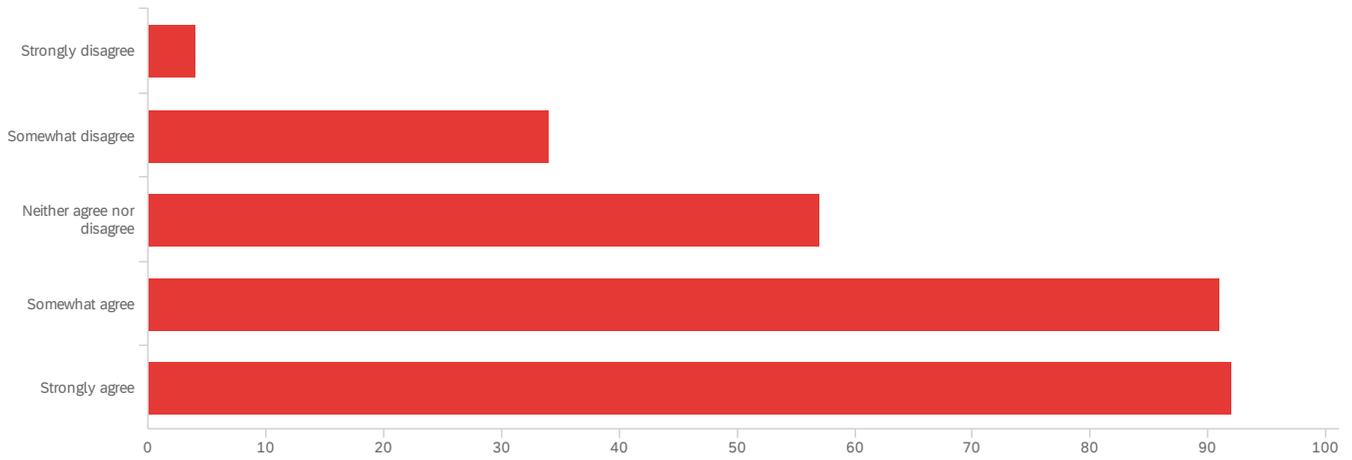


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The district focus on professional development is related to student learning and achievement.	1.00	5.00	3.90	1.00	0.99	278

#	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.

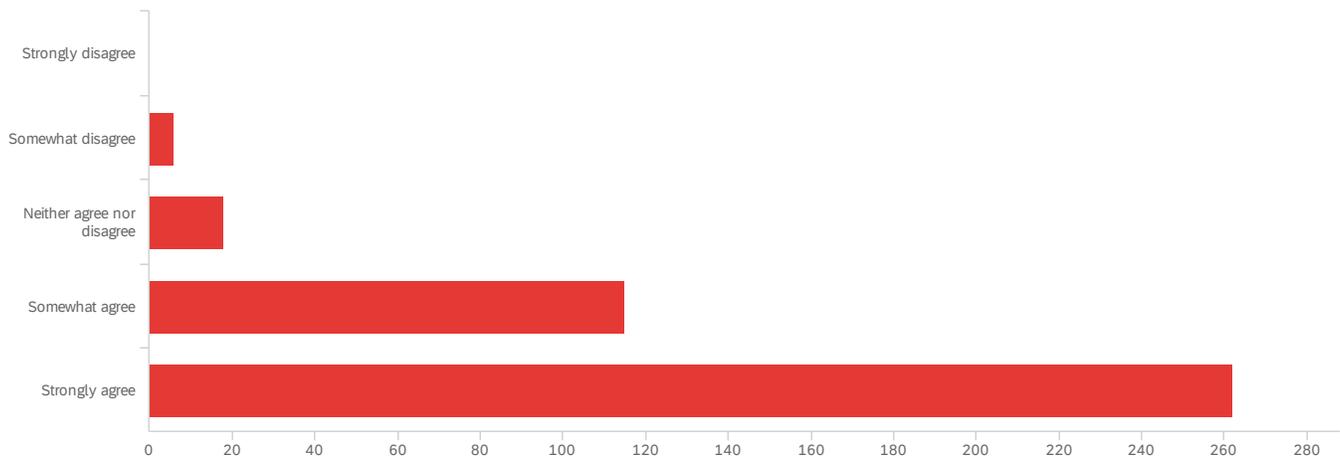


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PLC (Professional Learning Community) time is purposeful, effective, and related to student learning and teaching.	1.00	5.00	3.84	1.06	1.13	278

#	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.

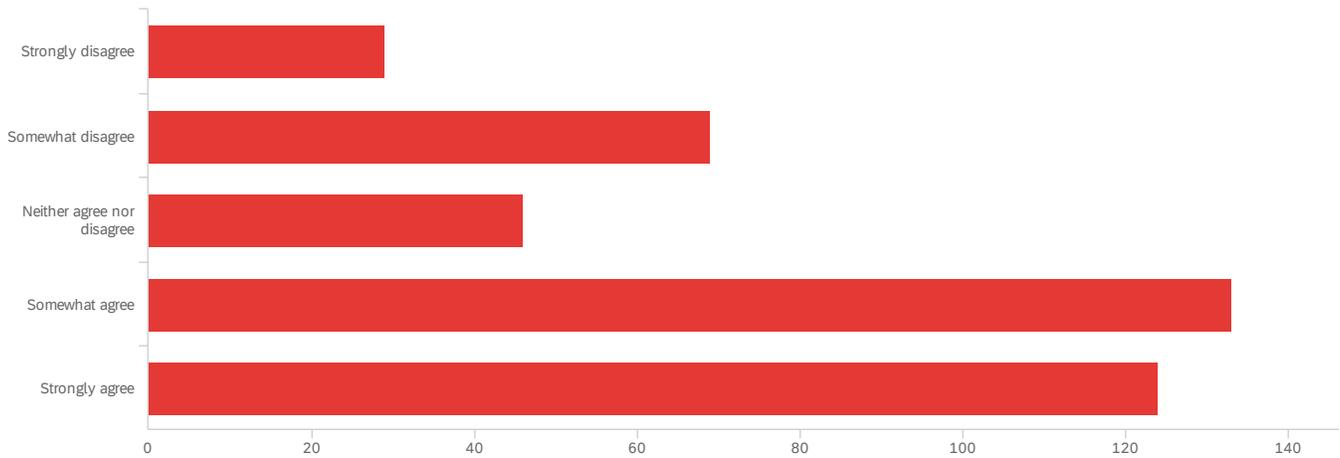


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am able to apply my skills in my role.	2.00	5.00	4.58	0.65	0.42	401

#	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.

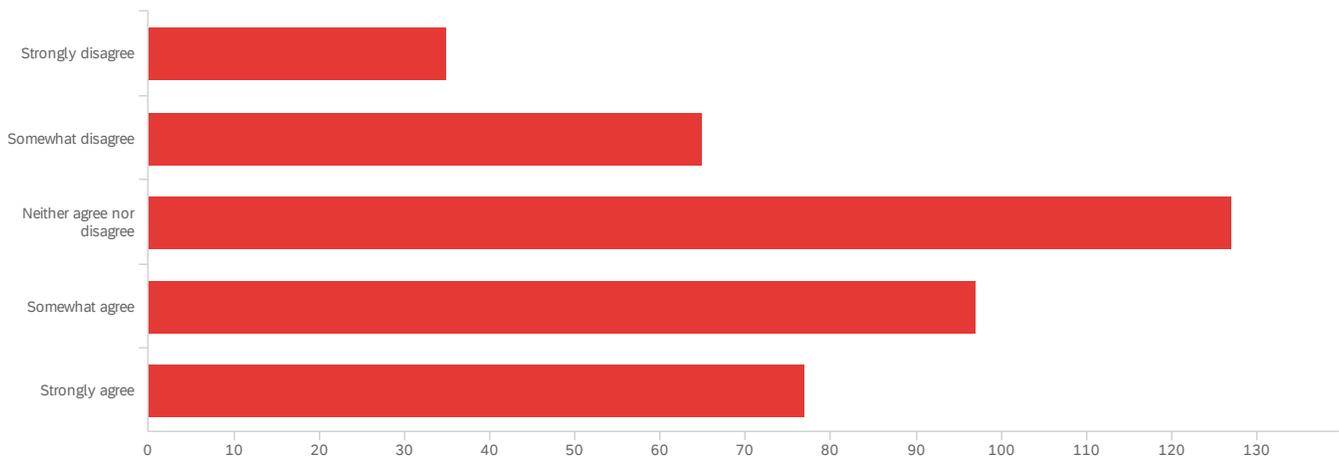


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am satisfied with my current workload.	1.00	5.00	3.63	1.28	1.63	401

#	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.

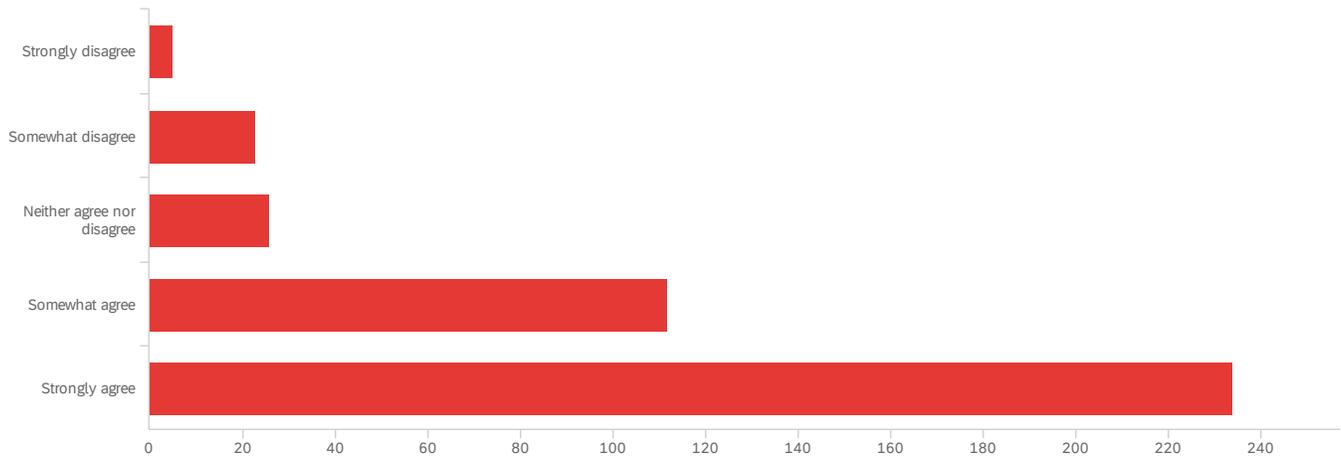


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	WCSD provides opportunities to advance my career.	1.00	5.00	3.29	1.20	1.44	401

#	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

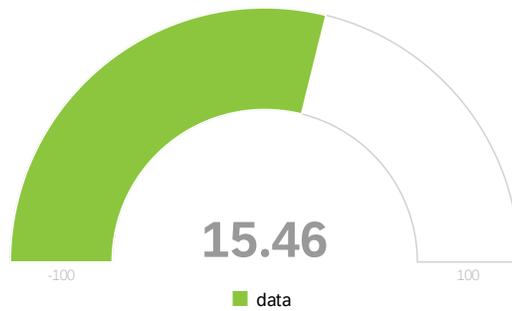
Showing rows 1 - 6 of 6

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 (3⁴⁵ 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). 46</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 administration working together within the budget discussions. 48
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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Waunakee Community School District

VOLUNTARY VISION OPTIONS

Effective: 07/01/2023

Carrier	DeltaVision		MetLife		MetLife	
	Current		Option 1		Option 2	
	Participating Providers	Out of Network Reimbursement	Participating Providers	Out of Network Reimbursement	Participating Providers	Non-Participating Providers
Copays						
Exam Retinal Imaging	N/A		\$0 Up to \$39 copay	\$45 allowance Applied to exam allowance	\$0 Up to \$39 copay	\$45 allowance Applied to exam allowance
Frame			\$250 allowance	\$70 allowance	\$250 allowance (2nd Pair Rider added)	\$70 allowance
Lenses (Clear Glass or Plastic) Single Vision Bifocal Trifocal	\$250 allowance, then 20% off balance	Up to \$125	\$20 copay	\$30 allowance \$50 allowance \$65 allowance	\$20 copay	\$30 allowance \$50 allowance \$65 allowance
Contact Lenses (Including related diagnostic, fitting and evaluation services)			Contact Lens Fitting: \$25		Contact Lens Fitting: \$25	
Conventional	\$250 allowance, then 15% off balance	Up to \$200	\$250 allowance	\$105 allowance	\$250 allowance (2nd Pair Rider added)	\$105 allowance
Disposable	\$250 allowance	Up to \$200				
Frequency						
Vision Examination Frame Lenses & Contact Lenses	Once every 12 months Once every 12 months Once every 12 months		Once every 12 months Once every 12 months Once every 12 months		Once every 12 months Once every 12 months Once every 12 months	
					2nd Pair Rider: Allows each member to get: - 2 pair of glasses - 1 pair of glasses and an allowance toward contact lenses - Double the contact lens allowance *Purchases must be separate; allowances cannot be combined for a single purchase.	
Value Add	20% off items not covered by the plan, 40% off complete eyeglass purchases after your plan benefits have been used, 15% off conventional contact lenses after you plan benefits have been used		40%-50% off national average price of traditional Lasik, 20% off additional pair of prescription glasses and nonprescription sunglasses, 30% on additional exams		40%-50% off national average price of traditional Lasik, 20% off additional pair of prescription glasses and nonprescription sunglasses, 30% on additional exams	
Rates	<i>Current</i>	<i>Rates Guaranteed until 7/1/26</i>	<i>Rates Guaranteed until 7/1/27</i>		<i>Rates Guaranteed until 7/1/27</i>	
EE	\$9.23	\$9.23	\$9.54		\$10.56	
Family	\$22.97	\$22.97	\$23.76		\$26.30	

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