

AGENDA

**SCHOOL DISTRICT OF NEW GLARUS
HANDBOOK/PERSONNEL COMMITTEE MEETING**

MONDAY, FEBRUARY 13, 2023

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK**

**HTTPS://US02WEB.ZOOM.US/J/83951298180?PWD=TZHMMGDROFY2BMV1YX
NIL2HSUWWVZZ09 BY PHONE USING 1-646-568-7788 MEETING ID 839 5129**

8180 & PASSWORD 030800

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

6:15 PM

- I. **Call to Order, Larry Stuessy - Chair**
- II. **Consider New Sick Leave Pay Out Language for Employee Handbook** **2**

Sick Leave Payout Upon Retirement Proposal

The Administration would like the Board to consider paying out sick leave upon retirement to all employees who are not already covered under a post-employment retirement benefit at the rate of \$5 per hour. The exact language we are proposing to add to the Employee Handbook is in Boardbook in a separate document.

Budget Impact: Over the next 7 years if all staff retire at 55, which is the worst case scenario and very unlikely, the average cost per year would be \$11,123.

Rationale: The following are some reasons to consider adding this benefit for staff -

- Recruiting and retaining staff is getting much more difficult in the current job market, and this would be an incentive for staff to stay until retirement.
- There currently is no incentive to not use sick days, and in fact, some staff have specifically mentioned they will “lose” them. Therefore, some staff schedule appointments, elective surgeries, etc. during the school year, rather than during days off during the year or in the summer.
- Finding enough subs to cover all staff absences is getting much more difficult in the current job market, so if staff have an incentive to be here, instead taking time off for appointments, elective surgeries, etc., it could help our sub situation.
- When staff are gone, the cost for the sub is \$135 per day. If staff take less days off, then some of the cost of paying out sick leave will be offset.
- Many districts have this benefit, and periodically we are asked by staff why we don't have it and if it can be considered.

10.04 Sick Leave Payout Upon Retirement

For staff ineligible for a benefit under Section 19 – Retirement Benefit of Tax-Sheltered Annuity Contribution, the following applies:

Staff who have completed ten (10) years of full-time equivalency service with the District, are eligible for retirement under the Wisconsin Retirement System and retire by filing an irrevocable resignation with the District at least 90 days prior to termination shall be eligible for payment of their vested accumulated sick leave hours at \$5.00 per hour. The cash compensation amount shall be paid to the employee as additional taxable earnings which are not subject to Wisconsin Retirement System (WRS) contributions to the extent permitted by WRS rule or law, with the appropriate employee F.I.C.A., state and federal taxes deducted from the employee's payroll check.

III. Administrative and Teaching Changes for 2023-24

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Administrative and Teaching Changes for 2023-24

2022-23	2023-24
Superintendent - Dr. Thayer	Superintendent - Dr. Thayer
Business Manager & Safety - Mrs. Marty	Business Manager & Safety - Mrs. Marty
HR Director - Mrs. Duerst	HR Director - Mrs. Duerst
Student Services Director - Mrs. Talarczyk	Student Services Director - Mrs. Talarczyk
HS Principal & GT - Dr. Eichelkraut	MS/HS Principal - Dr. Eichelkraut
ES/MS Principal & Transportation - Dr. Eicher	ES Principal, Multi-Tiered System of Supports (MTSS) Coordinator, & Transportation - Dr. Eicher
ES/MS Asst Principal & Summer School Coordinator - Mr. Edge	MS Asst Principal & Teaching and Learning Coordinator (Including Summer School & GT) - Mr. Edge
MS/HS Athletic Director & MS Health & PE Teacher - Mr. Cernek	MS/HS Athletic/Activities Director and Dean of Students - Mr. Cernek
Teaching and Learning Coordinator - Vacant (Due to late resignation of Jill Scheibel, duties distributed across Admin Team or on-hold this year)	MS/HS Health & PE Teacher - Vacant (Will Hire in Spring 2023)

Rationale:

- The changes outlined above change position titles and some duties, but there are no additional positions and no cuts to positions.
- With the late departure of our Teaching and Learning Coordinator in the summer, we split the duties among the Admin Team as a temporary solution. The essential duties are being completed, but it is a lot on top of everyone's regular duties and not sustainable. There are also some duties that are not required to be completed that are in a holding pattern until someone takes on this role. The plan above has Mr. Edge take on the Teaching and Learning Coordinator role, along with MS Assistant Principal.
- In the future we will have a 7-12 building, and would like to provide consistency for the MS on both sides of the transition. Therefore, Mr. Edge would stay in the MS during the 2023-24 school year as MS Assistant Principal and Dr. Eichelkraut would be the MS/HS Principal.
- Currently our Athletic Director teaches Health/PE for 75-80% of the time and has 20-25% for AD duties. In researching similar sized school districts, most designate *at least* 50% time for AD duties. In many cases the Athletic Director position is also combined with a Dean of

Students or Assistant Principal position, similar to what is being proposed. With Dr. Eichelkraut adding MS Principal to an already full plate being HS Principal, the extra support of a Dean of Students is needed.

- Currently we teach multiple sections of high school health during the summer, in part because of lack of staffing. By separating out the AD duties and making the PE/Health position a full-time position, instead of 75-80%, it allows us to cover all health classes during the school year if needed. Additionally, it gives us flexibility to add additional health and/or PE classes as needed across the district.
- We have added a Multi-Tiered System of Supports (MTSS) Coordinator role, that Dr. Eicher would take on. MTSS includes Tier 1, Tier 2, and Tier 3 academic and behavioral support for students. Currently the Admin Team as a whole, and several staff leadership teams, work on planning, developing, and implementing MTSS in the District. It would be very helpful to have someone take the lead on this important work.

IV. Adjourn

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.