

AGENDA

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

MONDAY, NOVEMBER 13, 2023

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

**HTTPS://US02WEB.ZOOM.US/J/86321702201?PWD=DZDWNK45OVZHEHJSNXY
MFZNT3V2QT09 BY PHONE USING 1-646-568-7788 MEETING ID 863 2170 2201 &**

PASSWORD 273462

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

6:00 PM

- I. **Call to Order - Ron Roesslein, Chair**
- II. **Sick Leave Payout Upon Retirement** **2**

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.

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 of 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.

- III. **Special Education Staffing - Consider Increasing Two Positions from 0.8 FTE to 1.0 FTE**
- 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.