

AGENDA

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

MONDAY, APRIL 14, 2025

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK [HTTPS://US02WEB.ZOOM.US/J/83117954107?PWD=TDSBLRQQHV7CZGN2](https://us02web.zoom.us/j/83117954107?pwd=TDSBLRQQHV7CZGN2)**

ALPRDEK9APXKYA.1 BY PHONE USING 1-646-568-7788 MEETING ID 831 1795

4107 & PASSWORD 210198

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

6:30 PM

- I. **Call to Order**
- II. **Teacher Salary Schedule 2025-26** **2**

New Glarus Teacher Salary Grid 2024-25 - Final

	Level	Lane	
		BA	MA
Start 2024-25		1,250	4,000
	6	55,000	59,000
	7	56,250	60,250
	8	57,500	61,500
	9	58,750	62,750
	10	60,000	64,000
	11	61,250	65,250
	12	62,500	66,500
	13	63,750	67,750
	14	65,000	69,000
	15	66,250	70,250
	16	67,500	71,500
	17	68,750	72,750
	18	70,000	74,000
	19	71,250	75,250
	20	72,500	76,500

Salary Grid Permanent Add On's:

- \$ 1,000 Per completion of 24-40 hours of approved Project Lead the Way Course
- \$ 1,000 Wisconsin DPI Reading Certification (316 / 317)
- \$ 5,000 National Board Certification
- \$ 4,000 PhD

Other Teacher Compensation:

State or National Award One Time Bonus

\$ 1,000

Professional Development / Summer Curriculum Work

\$ 20.00 Hour

Teacher Class Coverage

\$ 20.00 Hour

Summer School Teacher

\$ 30.00 Hour

\$ 40.00 Hour Credit Class / Credit Recovery Classes

After School Adventures Teacher

\$ 30.00 Hour

Homebound Tutoring

\$ 30.00 Hour

Substitute Teacher Rates:

Short Term Teacher Substitute Rate

\$ 144.00 Day

Long Term Teacher Substitute Rate (> 20 day assignment)

\$ 289.47 Day

New Glarus Teacher Salary Grid 2025-26 - Prelim

	Level	Lane	
		BA 1,250	MA 4,000
Start 2024-25	6	56,500	60,500
	7	57,750	61,750
	8	59,000	63,000
	9	60,250	64,250
	10	61,500	65,500
	11	62,750	66,750
	12	64,000	68,000
	13	65,250	69,250
	14	66,500	70,500
	15	67,750	71,750
	16	69,000	73,000
	17	70,250	74,250
	18	71,500	75,500
19	72,750	76,750	
20	74,000	78,000	

Salary Grid Permanent Add On's:

- \$ 1,000 Per completion of 24-40 hours of approved Project Lead the Way Course
- \$ 1,000 Wisconsin DPI Reading Certification (316 / 317)
- \$ 5,000 National Board Certification
- \$ 4,000 PhD

Other Teacher Compensation:

State or National Award One Time Bonus

\$ 1,000

Professional Development / Summer Curriculum Work

\$ 20.00 Hour

Teacher Class Coverage

\$ 20.00 Hour

Summer School Teacher

\$ 30.00 Hour

\$ 40.00 Hour Credit Class / Credit Recovery Classes

After School Adventures Teacher

\$ 30.00 Hour

Homebound Tutoring

\$ 30.00 Hour

Substitute Teacher Rates:

Short Term Teacher Substitute Rate

\$ 150.00 Day

Long Term Teacher Substitute Rate (> 20 day assignment)

\$ 297.37 Day

III. **Support Staff Salary Schedule 2025-26**

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HOURLY POSITIONS WAGE CHART FOR 2024-25 - FINAL

Step Incr Other adj overall incr
 \$ 0.30 \$ 0.85 4.75%

	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary	\$ 21.00	\$ 21.30	\$ 21.60	\$ 21.90	\$ 22.20
Data Info Specialist	\$ 21.00	\$ 21.30	\$ 21.60	\$ 21.90	\$ 22.20
Administrative Asst Superintendent	\$ 21.22	\$ 21.52	\$ 21.82	\$ 22.12	\$ 22.42
Teaching Asst / 4K Asst	\$ 18.19	\$ 18.49	\$ 18.79	\$ 19.09	\$ 19.39
Spec Ed Asst/Title 1 Asst	\$ 18.54	\$ 18.84	\$ 19.14	\$ 19.44	\$ 19.74
Custodial **	\$ 19.53	\$ 19.83	\$ 20.13	\$ 20.43	\$ 20.73
Maintenance	\$ 22.13	\$ 22.43	\$ 22.73	\$ 23.03	\$ 23.33
Bus Route Hourly (AM/PM/Noon)	\$ 25.37				
Bus Hourly	\$ 23.40				
Van Driver Hourly	\$ 21.65				
Student Worker	\$ 12.00				
Substitute Spec Ed / Reg Ed Aides	\$ 17.50				

** Second shift differential pay of \$ 1.00 will be added to the Wage Chart hourly pay for Custodians with assignments that are "primarily" second shift for all hours worked.

HOURLY POSITIONS WAGE CHART FOR 2025-26 - PRELIM

Step Incr Other adj overall incr
 \$ 0.30 \$ 1.00 5.00%

	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary	\$ 22.00	\$ 22.30	\$ 22.60	\$ 22.90	\$ 23.20
Data Info Specialist	\$ 22.00	\$ 22.30	\$ 22.60	\$ 22.90	\$ 23.20
Administrative Asst Superintendent	\$ 22.22	\$ 22.52	\$ 22.82	\$ 23.12	\$ 23.42
Teaching Asst / 4K Asst	\$ 19.19	\$ 19.49	\$ 19.79	\$ 20.09	\$ 20.39
Spec Ed Asst/Title 1 Asst	\$ 19.54	\$ 19.84	\$ 20.14	\$ 20.44	\$ 20.74
Custodial **	\$ 20.53	\$ 20.83	\$ 21.13	\$ 21.43	\$ 21.73
Maintenance	\$ 23.13	\$ 23.43	\$ 23.73	\$ 24.03	\$ 24.33
Bus Route Hourly (AM/PM/Noon)	\$ 26.67				
Bus Hourly	\$ 23.40				
Van Driver Hourly	\$ 21.65				
Student Worker	\$ 13.00				
Substitute Spec Ed / Reg Ed Aides	\$ 18.50				

** Second shift differential pay of \$ 1.00 will be added to the Wage Chart hourly pay for Custodians with assignments that are "primarily" second shift for all hours worked.

**OTHER SALARY / HOURLY STAFF
2025-26 ASSIGNMENTS**

NAME	POSITION	TERM OF EMPLOYMENT	HRS/ WEEK
MCGOWAN, LARRY	BUILDINGS AND GROUNDS COORD	100% YEAR ROUND	40.00
MALAISE, DONALD	NETWORK COORDINATOR	100% YEAR ROUND	40.00
LEHNHERR, ANDY	HELP DESK COORDINATOR	100% YEAR ROUND	40.00
INGWELL ZIMMERMAN, KAYLA	NURSE	181 DAYS/8 HOURS PER DAY	40.00
REES, CRAIG	SIGN LANGUAGE INTERPRETER	100% SCHOOL YEAR	40.00
CERNEK, MITCHELL	ATHLETIC DIRECTOR	STIPEND	

*TEACHER CONTRACTS
TO BE ISSUED MAY 2025*

NAME		% CONTRACT OF 190 DAYS
CHARLES	ANDERSON	100%
CORINNA	ANDERSON	100%
SHEILA	ANFANG	100%
MICHELLE L.	ARNETT	100%
MICHELLE R.	ARNETT	100%
CRISTI	BAKER	100%
TYLER	BASS	100%
MATT	BELKNAP	100%
PETER	BERTLING	100%
DIANE	BETTIN	100%
ANIKA	BEUTLER	100%
GARY	BEUTLER	100%
RYCHIA	BOSMAN	100%
JAMIE	BRECKLIN	100%
MEGAN	BUOL	100%
AMY	BURDETTE	100%
HEATHER	CASSIDY	100%
MITCHELL	CERNEK	100%
CASSIDY	COLBY	100%
ZACKARY	COLBY	100%
AMY	DOEFER	100%
CHRISTINE	DOITY	100%
ALICIA	DUERST	100%
MELISSA	DURST	100%
ROSS	EDDY	100%
ANTHONY	EDGE	100%
SADIE	EINBECK	100%
KRISTOPER	ENDICOTT	100%
JONATHAN	GOODNESS	100%
KATELYN	HANSEN	100%
KARI	HEDEMAN	100%
MOLLY	HOOKS	100%
KYLIE	INABNIT	100%
DUNNELL	KENDRICK	100%
ERIN	KOVACH	100%
SARAH	KRANZ	100%
REBECCA	KUHL	100%
JOLYNN	LEDERMAN	100%
JANNA	LEGROS	100%
RYAN	LEHMAN	100%
HEATHER	MACAULAY	100%
JOANN	MCGRAW	100%
CLAIRE	MCMANNES	100%
HANNA	MIELKE	100%
KALI	MONTGOMERY	100%
CORINNE	NESS	100%
ANGIE	O'BEL	100%
JANE	O'BRIEN	20%
PATRICK	PORWOLL	100%
MAUREEN	PRIEWE	100%
ELIZABETH	PURPERO	100%
RACHEL	ROOT	100%
ERIN	RUSS	100%
ALISA	SCHEPP	100%
ROBERT	SCHMITZ	100%
ANDY	SCHULZ	100%
RENEE	SETTERSTROM	100%
ERIN	SPETH	100%
LEXA	SPETH	100%
BAILY	STATZ	100%
KERRI	STEIMANN	100%
TRAVIS	SYSKO	100%
KYLE	TAYLOR	100%
EMILY	TRYBA	100%
MATTHEW	TURNER	100%
RITA	VETTERLI	100%
JOANNA	WALTERS	100%
SAM	WEINBRENNER	100%
KAREN	WENGER	100%
ANDREW	WESTBY	100%
KAREN	WHITE	100%
JOSIE	WIESER	100%
JEFFREY	WINDEN	100%
MARK	WOELFEL	100%
EMILY	ZULEGER	100%
STEPHANIE	ZWEIFEL	100%

SUPPORT STAFF

LETTER OF ASSIGNMENTS TO BE ISSUED JUNE 1, 2025

Employee	Position	Term of Empl	Hrs/ week
BUESSER, BETH	SECRETARY	YEAR ROUND	40.00
MALONEY, CASSANDRA	SECRETARY	YEAR ROUND	40.00
NYTES, BRIANNA	SECRETARY	YEAR ROUND	40.00
MITCHELL, LAURA	SECRETARY	YEAR ROUND	40.00
MULLRANIN, MATTISEN	SECRETARY	YEAR ROUND	40.00
SECRETARIES			
ANDERSON, KRIS	ADM ASST	YEAR ROUND	40.00
TOTAL ADMIN ASST			
REAR, ANGIE	SECRETARY	YEAR ROUND	40.00
TOTAL DATA INFO SPEC/SECR			
NIMTZ, JULIE	AIDE - 4 YR KINDER	SCHOOL YEAR	36.25
TRUTTMAN, SHELLY	AIDE - 4 YR KINDER	SCHOOL YEAR	36.25
** OPEN SWINTEK	AIDE - 4 YR KINDER	SCHOOL YEAR	36.25
REGULAR ED AIDES			
COLLINS, BETH	AIDE - SPECIAL ED	SCHOOL YEAR	40.00
DEARTH, TERI	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
DEEGAN, BECKY	AIDE - SPECIAL ED	SCHOOL YEAR	22.50
** OPEN FUNK	AIDE - SPECIAL ED	SCHOOL YEAR	25.00
HUBER, JENNIFER	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
MOLENCAMP, SHELLEY	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
RILEY, TAYLOR	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
WILDE, JENNIFER	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
SPECIAL ED AIDES			
** OPEN CAMPBELL	GROUND KEEPER	SEASONAL	25.00
DARROW, DANA	CUSTODIAL/MAINT	YEAR ROUND	40.00
FOLEY, CHRISTINA	CUSTODIAL	YEAR ROUND	40.00
HOVLAND, MOLLY	CUSTODIAL	SCHOOL YEAR-PM	25.00
LAHEY, JAMES	CUSTODIAL	YEAR ROUND-PM	40.00
ZIMMERMAN, TROY	CUSTODIAL	YEAR ROUND-PM	40.00
ZIMMERMAN, ZACHARY	CUSTODIAL	YEAR ROUND-PM	40.00
MAINTENANCE/CUSTODIAL			
BERGEMANN, RENEE	40% BUS ROUTE / 60% AIDE SPEC ED	SCHOOL YEAR	40.00
DUERST, TODD	BUS ROUTE	SCHOOL YEAR	16.25
ENGELKE, KEN	BUS ROUTE	SCHOOL YEAR	16.25
LIENHARDT, AL	BUS ROUTE	SCHOOL YEAR	23.75
STUESSY, SAM	BUS ROUTE	SCHOOL YEAR	16.25
WILD, DALE	BUS ROUTE - PM	SCHOOL YEAR	10.00
BUS DRIVERS			

SUPPORT STAFF

LETTER OF ASSIGNMENTS TO BE ISSUED JUNE 1, 2025

Employee	Position	Term of Empl	Hrs/ week
BUESSER, BETH	SECRETARY	YEAR ROUND	40.00
MALONEY, CASSANDRA	SECRETARY	YEAR ROUND	40.00
NYTES, BRIANNA	SECRETARY	YEAR ROUND	40.00
MITCHELL, LAURA	SECRETARY	YEAR ROUND	40.00
MULLRANIN, MATTISEN	SECRETARY	YEAR ROUND	40.00
SECRETARIES			
ANDERSON, KRIS	ADM ASST	YEAR ROUND	40.00
TOTAL ADMIN ASST			
REAR, ANGIE	SECRETARY	YEAR ROUND	40.00
TOTAL DATA INFO SPEC/SECR			
NIMTZ, JULIE	AIDE - 4 YR KINDER	SCHOOL YEAR	36.25
TRUTTMAN, SHELLY	AIDE - 4 YR KINDER	SCHOOL YEAR	36.25
** OPEN SWINTEK	AIDE - 4 YR KINDER	SCHOOL YEAR	36.25
REGULAR ED AIDES			
COLLINS, BETH	AIDE - SPECIAL ED	SCHOOL YEAR	40.00
DEARTH, TERI	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
DEEGAN, BECKY	AIDE - SPECIAL ED	SCHOOL YEAR	22.50
** OPEN FUNK	AIDE - SPECIAL ED	SCHOOL YEAR	25.00
HUBER, JENNIFER	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
MOLENCAMP, SHELLEY	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
RILEY, TAYLOR	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
WILDE, JENNIFER	AIDE - SPECIAL ED	SCHOOL YEAR	36.25
SPECIAL ED AIDES			
** OPEN CAMPBELL	GROUND KEEPER	SEASONAL	25.00
DARROW, DANA	CUSTODIAL/MAINT	YEAR ROUND	40.00
FOLEY, CHRISTINA	CUSTODIAL	YEAR ROUND	40.00
HOVLAND, MOLLY	CUSTODIAL	SCHOOL YEAR-PM	25.00
LAHEY, JAMES	CUSTODIAL	YEAR ROUND-PM	40.00
ZIMMERMAN, TROY	CUSTODIAL	YEAR ROUND-PM	40.00
ZIMMERMAN, ZACHARY	CUSTODIAL	YEAR ROUND-PM	40.00
MAINTENANCE/CUSTODIAL			
BERGEMANN, RENEE	40% BUS ROUTE / 60% AIDE SPEC ED	SCHOOL YEAR	40.00
DUERST, TODD	BUS ROUTE	SCHOOL YEAR	16.25
ENGELKE, KEN	BUS ROUTE	SCHOOL YEAR	16.25
LIENHARDT, AL	BUS ROUTE	SCHOOL YEAR	23.75
STUESSY, SAM	BUS ROUTE	SCHOOL YEAR	16.25
WILD, DALE	BUS ROUTE - PM	SCHOOL YEAR	10.00
BUS DRIVERS			

Dean HMO Health Insurance Renewal Summary 7/1/2025 -

Renewal Options Completed –

- Obtained quotes (RFP) with our current plan design from our current carrier and alternate carriers
 - Dean Health Plan – 9.9% increase**
 - Anthem – no quote
 - United Health Care – 52% increase
 - Quartz – 19.5% increase
 - Group Health Cooperative (GHC) – declined to quote due to they are generally outside of our desired service area.
- Evaluated our current plan performance and utilization with Dean Health Care.
- Compared benefit changes and renewal rates with Dean Health Care.
 - Adding prescription copays with out-of-pocket max change
 - Changing deductibles
 - Employee Clinic at the SSM New Glarus site.
- Cost-benefit analysis of making changes to the district premium and HSA contributions
- Researched Family Reimbursement Accounts.

2025-26 Proposed Plan – Status Quo -

- Dean Health Plan HMO
- Plan Design highlights -
 - \$3000 single / \$6000 family deductible and max out of pocket
 - \$2250 / \$4500 HSA district contribution (75% of each deductible)
 - 0% coinsurance after deductible
 - Preventive Services have \$0 copay
- 9.9% premium increase = \$765.20 single / \$1,759.96 family
 - Approx. \$138,250 yearly increase in cost for the district from 2024-25 rates
 - Total monthly premiums are \$765.20 single / \$1,759.96 family
 - Employees pay 15% and the district pays 85%

VIII. **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.