

Minutes of Human Resources Committee Meeting.

The Board of Education Waunakee Community School District

A Human Resources Committee Meeting. of the Board of Education of Waunakee Community School District was held Wednesday, May 7, 2025, beginning at 7:30 AM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Heinrichs called the meeting to order at 7:30am

II. ROLL CALL

Present: Ensign, Heinrichs, Hetzel

Also Present: Brown, Grabarski, Summers

III. APPROVE AGENDA

A motion was made by Hetzel, second by Ensign, to approve the agenda as posted. Motion carried 3-0.

IV. PUBLIC COMMENTS – There were no public comments for this meeting.

V. CONSIDERATION OF PAY INCREASES FOR 2025-2026 FOR

ADMINISTRATION, ADMINISTRATIVE SUPPORT, ADMINISTRATIVE ASSISTANTS, CLASSIFIED STAFF, CUSTODIAL / MAINTENANCE STAFF AND SUPPLEMENTAL PAY FOR TEACHERS.

Grabarski presented and answered questions regarding wage increases for all non-represented employee groups. Wage increases include the WERC-calculated CPI increase of 2.95% for all groups, Catch Up pay for Administrative / Administrative Support roles with compensation below the average of peer districts, and hourly employee advancement within the salary schedule. A motion was made by Ensign, second by Hetzel, to recommend that the full board consider these wage increases as presented. Motion carried 3-0.

VI. CONSIDERATION OF ADDITIONAL PAY INCREASES FOR 2025-2026 FOR ADMINISTRATIVE ASSISTANTS, CLASSIFIED STAFF, AND CUSTODIAL / MAINTENANCE STAFF USING OPERATIONAL REFERENDUM FUNDS.

Grabarski presented and answered questions regarding using the first \$500,000 of Operational Referendum funds to raise hourly employees to a more competitive wage as compared to Dane County peer districts. These increases would be pay raises above and beyond regular annual CPI and system advancement. A motion was made by Ensign, second by Hetzel, to recommend that the full board consider proposal #1 as presented. Motion carried 3-0.

VII. CONSIDERATION OF THE 25.26 EMPLOYEE GUIDELINES

Grabarski presented and answered questions regarding the three employee guidelines and the summary document highlighting language changes in the handbooks. Grabarski and Summers answered questions regarding the district driving language that was added. A motion was made by Hetzel, second by Ensign, to recommend that the full board consider these handbooks as presented with clarifying language added to the driving language as

discussed. Motion carried 3-0. The committee supported bringing the three handbook supplements - Substitutes, Volunteer, and Aquatic Center brought directly to the full board in June.

VIII. ADJOURN

A motion was made by Hetzel, second by Ensign, to adjourn the meeting at 8:21am. Motion carried 3-0.