

# Minutes of Human Resources Committee Meeting.

## The Board of Education Waunakee Community School District

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A Human Resources Committee Meeting. of the Board of Education of Waunakee Community School District was held Thursday, March 6, 2025, beginning at 4:30 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

### **I. CALL TO ORDER**

Chairperson Engebretson called the meeting to order at 4:30pm.

### **II. ROLL CALL**

Present: Engebretson, Ensign, Heinrichs

Also Present: Grabarski, Summers

### **III. APPROVE AGENDA**

A motion was made by Heinrichs, 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. DISCUSS THE PLANNING PROCESS FOR 25.26 WAGE INCREASES**

Grabarski presented and answered questions regarding an update of the timeline for the planning process for the 25/26 wage increases. Summers added information regarding how the wage increase process has changed from two years ago. This timeline maybe found in the agenda for this meeting.

### **VI. 25.26 PLAN YEAR INSURANCE COMMITTEE UPDATE**

Grabarski presented and answered questions regarding an update on the 25/26 insurance plan year timeline and the results of the Request for Information. Grabarski shared a timeline for this decision process, which may be found in the agenda of this meeting. The committee recommended that the final insurance committee decision should be brought directly to the full board for review.

### **VII. STAFF CLIMATE DATA REVIEW**

Grabarski presented and answered questions on a high level review of the comprehensive climate survey that all employees took in October/November which focused on their employment at WCSD. Grabarski shared the timeframe when this survey was shared with administration, staff, plans for improving any areas, and follow up.

### **VIII. DISCUSSION OF THE CENTRAL OFFICE PERFORMANCE EVALUATION SYSTEM (COPEs) FOR DISTRICT CABINET MEMBERS NOT COVERED BY THE EDUCATOR EFFECTIVENESS EVALUATION MODEL.**

Grabarski presented and answered questions regarding administrative decision to pilot COPEs 2.0 evaluation tool for the 25/26 school year.

### **IX. ADJOURN**

Once Grabarski and the HR team have a chance to work through the compensation data, a better idea of when the next HR committee meeting should be scheduled before the April meeting or in mid April.

A motion was made by Ensign, second by Heinrichs, to adjourn the meeting at 5:21pm.  
Motion carried 3-0.