

Minutes of Human Resources Committee

The Board of Education Waunakee Community School District

A Human Resources Committee of the Board of Education of Waunakee Community School District was held Wednesday, March 18, 2026, beginning at 8:00 AM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Chairperson Eaton called the meeting to order at 8:00am.

II. ROLL CALL

Present: Eaton, Ensign, Hetzel

Also present; Brown, Grabarski, Summers

III. APPROVE AGENDA

A motion was made by Ensign, second by Hetzel, 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 26.27 WAGE INCREASES

Grabarski presented and answered questions regarding the process.

The state has set the CPI for 2.63% for the 26/27 school year, starting on July 1, 2026.

Potential wage increase timeline:

March / April - Review draft wage increase plan by the HR Committee

April / May - Approve wage increases for Admin, Admin Support, Hourly Staff - Board action

Negotiation Dependent* - Approve wage increases for teachers. The WTA has informally expressed an interest in starting in April.

July - New wages take effect for staff

Per the Fall 2024 Operational Referendum, the community supported \$1 million in funds over the 25/26 and 26/27 school years to increase all hourly staff to the Dane County peer average hourly wages. Planning documents will be released in the future to demonstrate the associated actions for the 26/27 wage increases, including the referendum-based increases. Grabarski presented and answered questions regarding the planning process for the 26/27 wage increases.

VI. ADJOURN TO CLOSED SESSION (19.85 (1) (c) (e))

Negotiation Preparation with District Negotiations Team. Materials will be shared with the Committee at the meeting with potential costing examples for 26/27 contracts.

A motion was made by Ensign, seconded by Hetzel, to adjourn into closed session. Motion 3-0 carried at 8:05am.

VII. RETURN TO OPEN SESSION

A motion was made by Ensign, seconded by Hetzel, to return to open session. Motion

carried 3-0. 8:40am

VIII. 26-27 PLAN YEAR INSURANCE COMMITTEE UPDATE

Grabarski presented and answered questions regarding the insurance committee, the timeline, and the recommendations to the dental and health insurance for the 26-27 school year.

Timeline of remaining activities:

March 17- Insurance Committee created a recommendation for insurance plan and rate structure to work within district budget forecasts.

April - Board reviews recommended plan / rate structure; Board vote

Mid April to Early May - Employee communication / education / Open Enrollment

A motion was made by Hetzel, second by Ensign to approve the changes recommended by the insurance committee. A) Increase to employee dental contribution by 13% B) Support the identified changes to health plan structure to decrease employee premium contributions. C) Offer optional supplemental insurance plans to provide financial protection to employees to cover out of pocket costs such as deductibles, copays and coinsurance. Motion carried 3-0.

IX. DISCUSS THE PROPOSED CHANGE OF THE SOCIAL WORKERS FROM AN ADMINISTRATIVE SUPPORT-STYLE CONTRACT TO A TEACHER-STYLE CONTRACT FOR THE 26/27 SCHOOL YEAR.

Grabarski presented and answered questions regarding the social worker team request to review their contract structure. WCSO is an outlier in our peer Dane County Districts in that we offer a two-year administrative support contract instead of a teacher-style contract with extended days. The social work team is in favor of a teacher-style contract with 12 extended days and administration supports their request.

A motion was made by Ensign, second by Hetzel to change those social workers who are interested to move to a teacher-style contract as presented. Motion carried 3-0

X. ADJOURN

A motion was made by Ensign, second by Hetzel, to adjourn the meeting at 9:20am. Motion carried 3-0.