



## Department of Talent & Culture

6100 Alderson Street  
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### MISSION STATEMENT

D.C. Everest Area School District, in partnership with the community, is committed to being an innovative educational leader in developing knowledgeable, productive, caring, creative, responsible individuals prepared to meet the challenges of an ever-changing global society.

To: Dr. Kelley Strike, Assistant Superintendent of Operations

From: Department of Talent and Culture

RE: Updates to Compensation Plan for GTCC Part-Time Employees and District Student Employees

In order to maintain the District pillar of “Great Place to Work” and to continue to be competitive in recruiting and retaining new talent, we recommend implementing a consistent raise schedule for returning part-time GTCC employees and returning student employees. We recommend the following adjustments to District’s Compensation Plan:

- Returning GTCC part-time employees will receive a \$0.50/hour raise effective every July 1<sup>st</sup> except for Summer Camp Staff who will receive a \$0.50/hour raise effective at the start of each new camp season (typically June).
- Returning Student-Employees will get a \$0.50/hour raise effective July 1<sup>st</sup> each year.

The adjustments are reflected in the tables below. Please also note, the removal of the set hourly rate range for Climbing Wall Attendant, Concessions Staff, and Family Programming Staff. These positions consistently start at \$13.00/hour, hence the removal of the set hourly range to a set hourly amount. Additionally, we recommend the new starting for the 21<sup>st</sup> Century Grant Site Lead be shifted from \$17.50/hour to \$17.00/hour to align with other starting rates of similar positions.

Job Title	Current Set Hourly	New Starting
Climbing Wall Attendant	\$13-\$15	\$13.00
Concessions Staff	\$13-\$15	\$13.00
Family Programming Staff	\$13-\$15	\$13.00
21st Century Grant School Age Staff	\$13-\$15	\$13-\$15*

The D.C. Everest Area School District does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, marital status, parental status, sexual orientation, sex, (including pregnancy, gender status, change of sex or gender identity), or physical, mental, emotional, or learning disability or any basis protected by state or federal laws. The following staff are designated to receive inquiries regarding the non-discrimination policies: Gina Lehman, Director of Student Services, [gilehman@dce.k12.wi.us](mailto:gilehman@dce.k12.wi.us), or Sarah Trimner, Director of Talent and Culture, [trimner@dce.k12.wi.us](mailto:trimner@dce.k12.wi.us), both are located at 6100 Alderson Street, Weston, WI 54476 and (715) 359-4221.

Before and After Care Staff	\$13-\$15	\$13-\$15*
Summer Camp Staff	\$13-\$15	\$13-\$15*
Member Services	\$15.00	\$15.00
Weight Room Supervisor	\$15.00	\$15.00
Family Programming Assistant	\$16.00	\$16.00
Lead Summer Camp Staff	\$16.00	\$16.00
Birthday Party Scheduler	\$17.00	\$17.00
Building Monitor	\$17.00	\$17.00
Concessions Lead	\$17.00	\$17.00
21st Century Grant Site Lead	\$17.50	\$17.00
Preschool Teacher	\$19.00	\$19.00

*Returning staff will get a \$0.50 raise effective every July 1<sup>st</sup> with the exception of Camp Staff who get a \$0.50 raise effective the first day of camp work.*

*\*Starting is \$13, but staff may start higher in starting range depending on qualifications and experience.*

<b>Students</b>		
<b>Job Title</b>	<b>Current Set Hourly</b>	<b>New Starting</b>
Student Custodian	\$13.00	\$13.00
21st Century Grant School Age Staff	\$13-\$15	\$13-\$15*
Before and After Care Staff	\$13-\$15	\$13-\$15*
Concessions Staff	\$13-\$15	\$13.00
Family Programming Staff	\$13-\$15	\$13.00
Student Lifeguard	\$14.00	\$14.00

*Returning staff will get a \$0.50 raise effective every July 1<sup>st</sup>.*