

As part of the annual review of peer district salaries in common positions to maintain WCSD staff at least average, per the Board's request at the March HR Committee meeting, discuss employee group wage comparisons for appropriate increases for 26/27.

Peers

Verona	Sun Prairie	MCPASD	DeForest	Oregon	Stoughton	MG	McFarland
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Employee Groups

% of Peer Ave	
Central office / district range	1.00* - 1.20
Building Admin	1.072
Teachers - 30 yr career - 8 samples	1.04
Hourly Anchor Positions - TBD yr 2 operational referendum	Current AA - .968 Cla - 1.02 C&M - .999

Administrative Recommendation

Admin and Admin Support members are compensated to salaries that are at least 104% of average in a calculation similar to current catch-up to average protocols. Those administrators greater than 104% will still receive a CPI-related salary increase. Moving the minimum target salary to 104% would involve 14 members of the group and cost an additional \$57,087.

Continued review of hourly employee groups in 27/28 to target their wage at 104% of peer average.