

**WAUSAU SCHOOL DISTRICT
WEA NEGOTIATIONS SETTLEMENT
2023-24 SCHOOL YEAR
AUGUST 18, 2023**

The Administration requests the Board approve the recently ratified negotiated settlement with the Wausau Education Association.

Details of the settlement which was ratified by the WEA on Wednesday, August 16, 2023 include:

- Single Lane Matrix will be adjusted with a 2.85% base wage increase for 2023-24.
- All returning staff on the single lane model will be moved one step on the salary schedule as expected.
- All returning staff remaining on the old model will be moved according to their prior election from 2022-23 that they submitted to the district.
- Any staff earning a Master's Degree will receive the corresponding movement within the schedule they are on.
- Any staff earning their NBTC will receive the adjustment of +1 additional step on the new model.

Factoring in all the above in our costing model, the overall percentage increase for the group lands at 5.00112%.

Single Lane Matrix increase = 2.85%

Movements on Single Lane Matrix and 4 Tier Model = 2.15%

Overall increase of proposal = 5%

Submitted on behalf of the Wausau School District Board Negotiation Committee:

Tabatha Gundrum, Director of Human Resources
Josh Viegut, Assistant Superintendent of Operations
Keith Hilts, Superintendent
Jon Creisher, Board Negotiation Committee Member
James Bouche, Board Negotiation Committee Member

In addition to the above negotiated settlement, the Administration asks for a modification of the Employee Handbook for the teacher group to include the following:

- Personal Leave days will move from 1 per year to an allocation of 2 per year
- Personal Leave accrual will be capped at 40 hours moving forward.
- Any teacher with personal leave accrual of more than 40 hours, will have those "excess" balances moved to a new balance location and will have access to use those days as requested.

This modification was not a part of our formal negotiations with the WEA; however, it has been an area that we have continued to have conversations with the group during our regular meet and confer sessions.

