

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE - NEGOTIATIONS**

Monday, May 24, 2021

4:00 PM

Waunakee Community School District  
905 Bethel Circle  
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, subject to space limitations, as well as guidelines and orders that are in place for indoor gatherings.

Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments.

Public comments may be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted outside the buildings and brought into the meeting individually to present; if you are attending the Board meeting in person, you will be asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

You will be required to abide by guidelines and/or orders required for indoor public locations in Dane County and Wisconsin.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. ADJOURN TO CLOSED SESSION (19.85(1) (c) (e))**

**A. Negotiation Preparation with District Negotiations Team**

**VI. RETURN TO OPEN SESSION**

**VII. INTRODUCE NEGOTIATING TEAMS**

**VIII. EXCHANGE INITIAL PROPOSALS**

**A. Board of Education**

**IX. ADJOURN TO CLOSED SESSION (19.85(1) (c) (e))**

**X. NEGOTIATE**

**XI. RETURN TO OPEN SESSION**

**XII. MEET AND CONFER WITH ALL INTERESTED TEACHERS (WTA MEMBERS AND NON-MEMBERS) REGARDING THE FOLLOWING TOPICS**

A. 2021 Topics

1. Teacher retention & recruitment

- Recognition of salary advancement without points redemption this year
- Need for increased focus on addressing staff morale and climate

2. Continued progress with Salary System Review and Revision Work Group

- Brian Grabarski should be commended for his leadership and collaboration throughout the fifteen meetings that have taken place so far

3. Professional leadership opportunities & processes (committees, department chairs, coordinators)

- Some notable progress in clarity of process and communication by Tim Schell and Amy Johnson

4. Consideration of spring negotiations timeline

- Today's meeting is a step toward all staff knowing what their salary will be when committing to return or being hired for next school year

5. Strengthened two-way communication with staff

- Increased communication from Anne Blackburn following School Board Meetings
- Increased space for asking questions during the live webinars that Randy hosted monthly this year

6. Continued support for the Diversity, Equity, and Inclusion Ad Hoc Committee as well as committed individuals and groups looking to advance this work

**XIII. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”



## **Comprehensive Initial Proposal by the Waunakee Teachers' Association to the Waunakee Board of Education for the 2021-22 Master Contract May, 2021**

### **Base Wages:**

Bargaining unit members will receive a base wage increase of 1.23% beginning on the start date of the contract. The base wage increase will be calculated by applying the CPI % increase to the 2020/21 total teacher wage, and dividing by the 2020/21 total teacher FTE.

### **Supplemental Pay:**

In addition to the negotiated base wage increase, the WTA recommends that the Board of Education honor a full step increase of \$1,500 as supplemental pay earned through extraordinary efforts during this unprecedented year filled with a lack of predictability and constant adaptation. A full step increase would go a long way to truly honor our work experience and professional development. It would also set the stage for restored faith as we approach the proposed changes to the teacher compensation system.

### **Update on Additional Meet and Confer Topics from January:**

1. Teacher retention & recruitment
  - a. Recognition of salary advancement without points redemption this year
  - b. Need for increased focus on addressing staff morale and climate
2. Continued progress with Salary System Review and Revision Work Group
  - a. Brian Grabarski should be commended for his leadership and collaboration throughout the fifteen meetings that have taken place to date
3. Professional leadership opportunities & processes (committees, department chairs, coordinators)
  - a. Some notable progress in clarity of process and communication by Tim Schell and Amy Johnson
4. Consideration of spring negotiations timeline 
  - a. Today's meeting is a step toward all staff knowing what their salary will be when committing to return or being hired for next school year
5. Strengthened two-way communication with staff
  - a. Increased communication from Anne Blackburn following School Board Meetings
  - b. Increased space for asking questions during the live webinars that Randy hosted monthly this year
6. Continued Support of the Diversity, Equity, and Inclusion Ad Hoc Committee as well as committed individuals and groups looking to advance this work