WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE - NEGOTIATIONS
Tuesday, April 15, 2025
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, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 30 Minutes for public comments.

Public comments may be sent to Rebecca McDonough at 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. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. 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 in the lobby of the building, 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.

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**
A motion will be necessary to approve the agenda as presented (or) with changes as recommended.
IV. **PUBLIC COMMENTS**
Individuals may use this time to comment on any items listed as part of the meeting agenda. A copy of Board Policy 187 —Public Participation at Board Meetings is enclosed for your reference. Past practice has allowed 30 minutes for this section of the agenda.
V. **ADJOURN TO CLOSED SESSION (19.85 (1) (c) (e))**
Negotiation Preparation with District Negotiations Team
VI. **RETURN TO OPEN SESSION**
VII. **INTRODUCE NEGOTIATING TEAMS**

VIII. **EXCHANGE INITIAL PROPOSALS**

A. Waunakee Teacher's Association 3

B. Board of Education 4

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

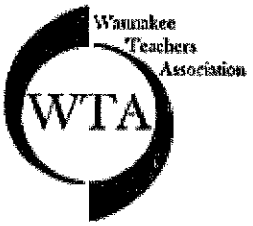
X. **NEGOTIATE**

XI. **RETURN TO OPEN SESSION**

XII. **MEET AND CONFER WITH ALL INTERESTED TEACHERS (WTA MEMBERS AND NON-MEMBERS)** **5**

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 2025-26 Master Contract
April 15, 2025

Base Wages:
Bargaining unit members will receive a base wage increase of 2.95% beginning on the start date of the contract. The base wage increase will be calculated by applying the CPI % increase to the 2024-25 total teacher wage, and dividing by the 2024-25 total teacher FTE and distributing equally to all FTE. For the 2025-26 contract this would be an increase of $2,158 to the base wage.

Supplemental Pay:
In addition to the negotiated base wage increase, the WTA anticipates that the Board of Education will implement the Teacher Compensation System in full for the 2025-26 school year. This will continue to fortify educator faith in the system's fidelity.

WAUNAKEE
COMMUNITY SCHOOL DISTRICT

ADMINISTRATION OFFICE
905 Bethel Circle
Waunakee, Wisconsin 53597
(608) 849-2000

Human Resources

Board of Education Initial Proposal

Presented to the WTA
April 15, 2025

The following proposal represents the initial proposal of the Board of Education for an agreement with the WTA, commencing on July 1, 2025. The Board of Education reserves the right to add to, modify, or delete this proposal.

1. AGREEMENT between WAUNAKEE COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION and the WTA, July 1, 2025 - June 30, 2026.
2. A base wage increase of 2.95%.
3. Per the request of the WTA on April 15, 2025, an equal distribution to all FTE of $2158.00.

Waunakee Teachers' Association and WCSD
Meet and Confer
April 15, 2025

Meet and Confer Topics:

1. **Continued prioritization of teacher retention & recruitment**
    a. In addition to the negotiated base wage increase, the WTA anticipates that the Board of Education will continue to fully implement the new Teacher Compensation System for the 2025-26 school year. This will continue to fortify educator faith in the system's fidelity.
    b. Continued need for increased focus on addressing staff morale and climate
    c. Ensure inclusive teacher voice in decision making (public committee membership lists, publicized meeting dates, clear delineation of committee responsibilities, publicized future goals and outcomes to encourage wider sharing of viewpoints & ideas)

2. **Continued Collaboration through the Teacher/HR Workgroup in order to facilitate ongoing improvement**
    a. The goals of the Teacher compensation system are to be: "objective, predictable, equitable, fiscally sustainable, easy to understand/user friendly, as well as to value both professional growth and experience" In order to meet these goals, we must continue to evaluate and improve:
        i. Review of electronic points submission and confirmation process for accuracy and ease of use
        ii. Continue to proactively review for inequitable salary placement of staff
    b. Continued commitment to the Teacher/HR Workgroup and its ongoing review of the handbook
        i. Continue to establish a year-long committee meeting schedule
        ii. Consistently include educator voice and clear process regarding handbook changes

3. **Review of professional responsibilities and workload**
    a. Establishment of designated PLC time outside of prep time and/or staff meetings
        i. Inclusive of grade-level PLCs across district
        ii. Compensation for PLCs that must meet outside of contract hours, due to no common prep time
    b. Review of workload, prep time and compensation inequities
    c. Review of policies and procedures pertaining to the staff improvement plan

4. **Address growing mental health concerns among students and staff**
    a. Take an inventory of current mental health needs as well as existing practices and supports
    b. Identify gaps between these needs and district capacity to support them
    c. Create an action plan that addresses both student and staff mental health needs

5. **Support efforts of the Diversity, Equity, and Inclusion Steering Committee**
    a. Prioritize this important work and embed necessary changes into district culture and practices
    b. Commit to district-wide implementation of action steps and accountability measures as outlined in the three-year comprehensive plan and newly updated harassment policy
    c. Center student voices in meaningful ways that directly impact student experiences and belonging