

AGENDA

**SCHOOL DISTRICT OF NEW GLARUS
HANDBOOK/PERSONNEL COMMITTEE MEETING**

MONDAY, APRIL 10, 2023

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK**

**HTTPS://US02WEB.ZOOM.US/J/83369322110?PWD=AHOVZJYRMDH1QXFGY1F
VV1RLTEFYZZ09 BY PHONE USING 1-646-568-7788 MEETING ID 833 6932 2110 &**

PASSWORD 895895

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

5:30 PM

- I. **Call to Order - Larry Stuessy, Chair**
- II. **2023-24 Health Insurance**
- III. **2023-24 Teacher Salary Grid**

2

New Glarus Teacher Salary Grid 2023-24 - Prelim

| | | Lane BA | MA |
|----------------------|-----------|------------|--------|
| | Level | 1,250 | 4,000 |
| Start 2023-24 | 6 | 52,500 | 56,500 |
| | 7 | 53,750 | 57,750 |
| | 8 | 55,000 | 59,000 |
| | 9 | 56,250 | 60,250 |
| | 10 | 57,500 | 61,500 |
| | 11 | 58,750 | 62,750 |
| | 12 | 60,000 | 64,000 |
| | 13 | 61,250 | 65,250 |
| | 14 | 62,500 | 66,500 |
| | 15 | 63,750 | 67,750 |
| | 16 | 65,000 | 69,000 |
| | 17 | 66,250 | 70,250 |
| | 18 | 67,500 | 71,500 |
| | 19 | 68,750 | 72,750 |
| | 20 | 70,000 | 74,000 |

Salary Grid Permanent Add On's:

- \$ 1,000 Per completion of 24-40 hours of approved Project Lead the Way Course
- \$ 1,000 Wisconsin DPI Reading Certification (316 / 317)
- \$ 5,000 National Board Certification
- \$ 4,000 PhD

Other Teacher Compensation:

State or National Award One Time Bonus

\$ 1,000

Professional Development / Summer Curriculum Work

\$ 20.00 Hour

Teacher Class Coverage

\$ 20.00 Hour

Summer School Teacher

\$ 30.00 Hour

\$ 40.00 Hour Credit Class / Credit Recovery Classes

After School Adventures Teacher

\$ 30.00 Hour

Homebound Tutoring

\$ 30.00 Hour

Substitute Teacher Rates:

Short Term Teacher Substitute Rate

\$ 140.00 Day

Long Term Teacher Substitute Rate (> 20 day assignment)

\$ 276.32 Day

TEACHER CONTRACTS TO BE ISSUED MAY 2023

| NAME | TEACHING ASSIGNMENT | BUILDING | % CONTRACT OF 190 DAYS | |
|-----------------|---------------------|----------------------------|------------------------|-------|
| MICHELLE | ARNETT | ELEMENTARY TEACHER | GS | 100% |
| MISSY | ARNETT | ELEMENTARY TEACHER | GS | 100% |
| CRISTI | BAKER | ELEMENTARY TEACHER | GS | 100% |
| JAMIE | BRECKLIN | ELEMENTARY TEACHER | GS | 100% |
| MEGAN | BUOL | ELEMENTARY TEACHER | GS | 100% |
| ALICIA | DUERST | ELEMENTARY TEACHER | GS | 100% |
| KARI | HEDEMAN | ELEMENTARY TEACHER | GS | 100% |
| MOLLY | HOOKS | ELEMENTARY TEACHER | GS | 100% |
| JOLYNN | LEDERMAN | ELEMENTARY TEACHER | GS | 100% |
| JANNA | LEGROS | ELEMENTARY TEACHER | GS | 100% |
| HEATHER | MACAULAY | ELEMENTARY TEACHER | GS | 100% |
| JOANN | MCGRAW | ELEMENTARY TEACHER | GS | 100% |
| SALLY | NEALIS | ELEMENTARY TEACHER | GS | 100% |
| CORINNE | NESS | ELEMENTARY TEACHER | GS | 100% |
| DIANE | ROSKA | ELEMENTARY TEACHER | GS | 100% |
| ALISA | SCHEPP | ELEMENTARY TEACHER | GS | 100% |
| TRAVIS | SYSKO | ELEMENTARY TEACHER | GS | 100% |
| RITA | VETTERLI | ELEMENTARY TEACHER | GS | 100% |
| BRENDA | WALDHART BRIGHT | ELEMENTARY TEACHER | GS | 100% |
| KAREN | WHITE | ELEMENTARY TEACHER | GS | 100% |
| JOSIE | WIESER | ELEMENTARY TEACHER | GS | 100% |
| ** OPEN WILSON | | ELEMENTARY TEACHER | GS | 100% |
| GARY | BEUTLER | PHYSICAL EDUCATION | GS | 100% |
| SARAH | KRANZ | ART | GS | 100% |
| DIANE | BETTIN | GENERAL MUSIC | GS | 100% |
| ** OPEN TIDD | TIDD | GUIDANCE COUNSELOR | GS | 100% |
| KATELYN | HANSEN | MEDIA SPECIALIST/LIBRARIAN | GS | 100% |
| THERESA | PRITCHET | INTERVENTION/READING | GS / MS | 100% |
| MAUREEN | PRIEWE | OCCUPATIONAL THERAPIST | GS / MS / HS | 80% |
| KRISTOPER | ENDICOTT | ENGLISH LANG ARTS | MS | 100% |
| MATTHEW | TURNER | ENGLISH LANG ARTS | MS | 100% |
| ANDREW | WESTBY | ENGLISH LANG ARTS | MS | 100% |
| AMY | BURDETTE | MATH | MS | 100% |
| BAILY | HUBBARD | MATH | MS | 100% |
| KYLIE | INABNIT | MATH | MS | 100% |
| ROSS | EDDY | SCIENCE | MS | 100% |
| ERIN | KOVACH | SCIENCE | MS | 100% |
| ROBERT | SCHMITZ | SCIENCE | MS | 100% |
| JEFFREY | WINDEN | SOCIAL STUDIES | MS | 100% |
| AMY | LEGLER | SOCIAL STUDIES | MS | 100% |
| MARK | WOELFEL | SOCIAL STUDIES | MS | 100% |
| CARA | FITZGERALD | ENGLISH | HS | 100% |
| REBECCA | KUHL | ENGLISH | HS | 100% |
| PATRICK | PORWOLL | ENGLISH | HS | 100% |
| CHARLES | ANDERSON | MATH | HS | 100% |
| SADIE | DRISCOLL | MATH | HS | 100% |
| KAREN | WENGER | MATH | HS | 100% |
| PETER | BERTLING | SCIENCE | HS / MS | 100% |
| RYCHIA | BOSMAN | SCIENCE | HS | 100% |
| CASSIDY | COLBY | SCIENCE | HS | 100% |
| LEXA | SPETH | SOCIAL STUDIES | HS / MS | 100% |
| KYLE | TAYLOR | SOCIAL STUDIES | HS | 100% |
| JERALD | TORDOFF | SOCIAL STUDIES | HS | 100% |
| JONATHAN | GOODNESS | PHYSICAL EDUCATION/HEALTH | HS | 100% |
| HANNA | KEARNS | AGRICULTURE | HS / MS | 100% |
| ALISON | WINTERS HANSON | ART | HS / MS | 100% |
| AMY | DOEFER | BAND | HS / MS | 100% |
| ANDY | SCHULZ | BAND | HS / MS | 100% |
| RENEE | SETTERSTROM | CHOIR | HS / MS | 100% |
| RYAN | LEHMAN | FAMILY & CONSUMER ED | HS / MS | 100% |
| TAMARA | HAIGHT | BUSINESS ED | HS / MS | 100% |
| EMILY | ZULEGER | GERMAN | HS / MS | 100% |
| STEPHANIE | WAY | GUIDANCE COUNSELOR | HS / MS | 100% |
| JANE | O'BRIEN | GUIDANCE COUNSELOR | HS | 20% |
| KATHERINE | MCBRIDE | MEDIA SPECIALIST/LIBRARIAN | HS / MS | 100% |
| ZACKARY | COLBY | PHYSICAL ED / ATH DIR | HS / MS | 100% |
| JACOB | MIHM | PLTW/TECH ED | HS / MS | 100% |
| MATT | BELKNAP | SPANISH | HS / MS | 100% |
| TRACY | BRISTOW | EARLY CHILDHOOD TEACHER | SE | 100% |
| ERIN | RUISS | PSYCHOLOGIST | SE | 100% |
| HEATHER | CASSIDY | SPECIAL ED | SE | 100% |
| CHRISTINE | DOUTY | SPECIAL ED (CC) TEACHER | SE | 100% |
| MELISSA | HOLLAND | SPECIAL ED (ED/LD) TEACHER | SE | 100% |
| EMILY | TRYBA | SPECIAL ED / ELEM TEACHER | SE | 100% |
| SAM | WEINBRENNER | SPECIAL ED (ED/LD) TEACHER | SE | 100% |
| STEPHANIE | ZWEIFEL | SPECIAL ED (ED/LD) TEACHER | SE | 100% |
| ANGIE | O'BEL | SPEECH & LANGUAGE TEACHER | SE | 80% |
| JAMIE | SCHETTLER | SPEECH & LANGUAGE TEACHER | SE | 100% |
| ** OPEN BENTLEY | | SPEECH & LANGUAGE TEACHER | SE | 100% |
| MITCHELL | CERNEK | DEAN OF STUDENTS / ATH DIR | HS / MS | 100% |
| | | | | 7880% |

HOURLY POSITIONS WAGE CHART FOR 2023-24 - PRELIM

Step Incr Other adj
\$ 0.30 \$ 0.80 5%

| | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|------------------------------------|----------|----------|----------|----------|----------|
| Secretary | \$ 20.15 | \$ 20.45 | \$ 20.75 | \$ 21.05 | \$ 21.35 |
| Data Info Specialist | \$ 20.15 | \$ 20.45 | \$ 20.75 | \$ 21.05 | \$ 21.35 |
| Administrative Asst Superintendent | \$ 20.37 | \$ 20.67 | \$ 20.97 | \$ 21.27 | \$ 21.57 |
| Teaching Asst / 4K Asst | \$ 17.34 | \$ 17.64 | \$ 17.94 | \$ 18.24 | \$ 18.54 |
| Spec Ed Asst/Title 1 Asst | \$ 17.69 | \$ 17.99 | \$ 18.29 | \$ 18.59 | \$ 18.89 |
| Custodial ** | \$ 18.68 | \$ 18.98 | \$ 19.28 | \$ 19.58 | \$ 19.88 |
| Maintenance | \$ 21.28 | \$ 21.58 | \$ 21.88 | \$ 22.18 | \$ 22.48 |
| Van Driver Hourly | \$ 20.50 | | | | |
| Bus Hourly | \$ 22.25 | | | | |
| Bus Route Hourly (AM/PM/Noon) | \$ 24.22 | | | | |
| Student Worker | \$ 11.00 | | | | |
| Substitute Spec Ed / Reg Ed Aides | \$ 16.80 | | | | |

** Second shift differential pay of \$ 1.00 will be added to the Wage Chart hourly pay for Custodians with assignments that are "primarily" second shift for all hours worked.

**SUPPORT STAFF
LETTER OF ASSIGNMENTS TO BE ISSUED JUNE 1, 2023**

| Employee | Position | Term of Empl | Hrs/ week |
|----------------------------------|-----------------------|---------------------|----------------------|
| BUESSER, BETH | SECRETARY | YEAR ROUND | 40.00 |
| MALONEY, CASSANDRA | SECRETARY | YEAR ROUND | 40.00 |
| MARTINSON, ALETA | SECRETARY | YEAR ROUND | 40.00 |
| MITCHELL, LAURA | SECRETARY | YEAR ROUND | 40.00 |
| REAR, ANGIE | SECRETARY | YEAR ROUND | 40.00 |
| SECRETARIES | | | |
| ANDERSON, KRIS | ADM ASST | YEAR ROUND | 40.00 |
| TOTAL ADMIN ASST | | | |
| TONYA AUSTIN | DATA INFO SPEC / SECR | YEAR ROUND | 40.00 |
| TOTAL DATA INFO SPEC/SECR | | | |
| KENDRICK, DUNNELL | AIDE - 4 YR KINDER | SCHOOL YEAR | 32.50 |
| TRUTTMAN, SHELLY | AIDE - 4 YR KINDER | SCHOOL YEAR | 32.50 |
| REGULAR ED AIDES | | | |
| COLLINS, BETH | AIDE - SPECIAL ED | SCHOOL YEAR | 36.25 |
| DEARTH, TERI | AIDE - SPECIAL ED | SCHOOL YEAR | 38.75 |
| DEEGAN, BECKY | AIDE - SPECIAL ED | SCHOOL YEAR | 22.50 |
| MOLENCAMP, SHELLEY | AIDE - SPECIAL ED | SCHOOL YEAR | 36.25 |
| NIMTZ, JULIE | AIDE - SPECIAL ED | SCHOOL YEAR | 36.25 |
| RAHBERGER, SANDY | AIDE - SPECIAL ED | SCHOOL YEAR | 40.00 |
| WAGNER, AMANDA | AIDE - SPECIAL ED | SCHOOL YEAR | 25.00 |
| WILDE, JENNIFER | AIDE - SPECIAL ED | SCHOOL YEAR | 36.25 |
| *** OPEN SIES | AIDE - SPECIAL ED | SCHOOL YEAR | 25.00 |
| SPECIAL ED AIDES | | | |
| CAMPBELL, KURT | GROUND S KEEPER | SEASONAL | 25.00 |
| CLARKE, LINDA | CUSTODIAL | YEAR ROUND | 40.00 |
| DARROW, DANA | CUSTODIAL/MAINTENANCE | YEAR ROUND | 40.00 |
| HOVLAND, MOLLY | CUSTODIAL | SCHOOL YEAR-PM | 25.00 |
| ZIMMERMAN, ZACHARY | CUSTODIAL | YEAR ROUND-PM | 40.00 |
| ZIMMERMAN, TROY | CUSTODIAL | YEAR ROUND-PM | 40.00 |
| ** OPEN MANN | CUSTODIAL | YEAR ROUND-PM | 40.00 |
| ** OPEN HENNING | CUSTODIAL | SCHOOL YEAR-PM | 17.50 |
| MAINTENANCE/CUSTODIAL | | | |
| BERGEMANN, RENEE | BUS ROUTE / CUSTODIAN | SCHOOL YEAR | 40.00 |
| DUERST, TODD | BUS ROUTE | SCHOOL YEAR | 16.25 |
| ENGELKE, KEN | BUS ROUTE - TOWN | SCHOOL YEAR | 10.00 |
| LIENHARDT, AL | BUS ROUTE | SCHOOL YEAR | 23.75 |
| HEIMANN, RICHARD | BUS ROUTE | SCHOOL YEAR | 16.25 |
| STUESSY, SAM | BUS ROUTE | SCHOOL YEAR | 16.25 |
| BUS DRIVERS | | | |

VII. **2023-24 Other Salary/Hourly Staff Letters of Assignment**

10

**OTHER SALARY / HOURLY STAFF
LETTER OF ASSIGNMENTS TO BE ISSUED JUNE 1, 2023**

| NAME | POSITION | TERM OF EMPLOYMENT | HRS/ WEEK |
|--------------------------|-----------------------------|----------------------------|--------------|
| MCGOWAN, LARRY | BUILDINGS AND GROUNDS COORD | 100% YEAR ROUND | 40.00 |
| MALAISE, DONALD | NETWORK COORDINATOR | 100% YEAR ROUND | 40.00 |
| LEHNHERR, ANDY | HELP DESK COORDINATOR | 100% YEAR ROUND | 40.00 |
| INGWELL ZIMMERMAN, KAYLA | NURSE | 181 DAYS/8 HOURS PER DAY | 40.00 |
| REES, CRAIG | SIGN LANGUAGE INTERPRETER | 181 DAYS/7.5 HOURS PER DAY | 37.50 |
| CERNEK, MITCHELL | ATHLETIC DIRECTOR | STIPEND | |

**Request to the Board of Education
Special Education Needs Assessment
April 4, 2023**

Due to changing conditions and increasing numbers of students identified with disabilities shown below, Students Services is requesting approval for an additional 1.0 Special Education Teacher FTE.

| Categories | 2021-2022 | 2023-2024 |
|--|-----------|-----------|
| Students in Special Education | 110 | 127 |
| Special Education Teachers | 7 | 7 |
| Students with OT Services | 16 | 16 |
| Students with PT Services | 10 | 10 |
| Students in Placements Outside of NGSD | 3 | 0-1 |
| Students Returning from Private Schools | 0 | 1 |
| Students with Complex Medical Care | 1 | 1 |
| Students with Speech-Language Services | 75 | 92 |
| Newly identified students | 14 | 16 |
| Students Receiving 18-21 Year-Old Services | 1 | 2 |

- Four students with complex needs will be returning to the district. Three of the students will require one-on-one support due to their needs for support with functional academics, to assist with communication (all 3 have limited ability to communicate), to acclimate to the building, to coordinate a variety of related services (speech-language, OT, PT, etc.), and to communicate with parents.
- One student with complex medical needs will require one-to-one assistance and two-to-one assistance during medical/personal care activities.

- If expulsion conditions are met, one student will be returning to school. This student requires support with managing emotions and behavior and needs consistent monitoring.
- Out of 26 initial evaluations, 16 students qualified for services.
- Although we are graduating many students, two students with high needs will remain in the district and continue to receive services through our 18-21-year-old programming.
- Our increased focus on inclusive practices and a continuum of services has required more staff to appropriately deliver services and collaborate with general education staff.

Financial Implications

Cost Savings for Students Returning from Out-of-District Placements

| | Tuition | Transportation | Related Services |
|------------------|----------------|-----------------------|-------------------------|
| Student A | \$66,000 | \$1624 | n/a |
| Student B | \$120,900 | \$1700 | \$9300 |

Cost Estimate for Full-Time Special Education Teacher

| Salary | Benefits |
|-----------------------------------|-----------------|
| Top of salary schedule - \$74,500 | \$30,500 |

Other Costs

- Transition Services - estimated cost of \$40,000 - For one of the students, there will need to be services provided by a specialist will need to be continued throughout the summer and during a portion of the school year to ensure that the student transitions smoothly into the school building. Staff from the private school will provide those services. These costs are reimbursable at 90%.
- Transportation - costs will be significantly less

- IX. **Closed Session:** The Board of Education will entertain a motion to convene in closed session pursuant to s. 19.85 (1) (c), (e), and/or (g) Wis.Stats, as appropriate, to discuss, 2023-24 Administrative Salary Increases and Other Salary/Hourly Staff Increases, and The Board may take action that is necessary and appropriate in closed session. Thereafter, the Board will entertain a motion to reconvene into open session. The Board may take further action that is necessary and appropriate. The Board will then entertain a motion to adjourn.
- X. **Adjourn**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.