

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

Wednesday, March 18, 2026

8:00 AM

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](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. 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**

**IV. PUBLIC COMMENTS**

**V. DISCUSS THE PLANNING PROCESS FOR 26.27 WAGE INCREASES**

The state has set the CPI for 2.63% for the 26/27 school year, starting on July 1, 2026.

Potential wage increase timeline:

March / April - Review draft wage increase plan by the HR Committee

April / May - Approve wage increases for Admin, Admin Support, Hourly Staff - Board action

Negotiation Dependent\* - Approve wage increases for teachers. The WTA has informally expressed an interest in starting in April.

July - New wages take effect for staff

Per the Fall 2024 Operational Referendum, the community supported \$1 million in funds over the 25/26 and 26/27 to increase all hourly staff to the Dane County peer average hourly wages. Planning documents will be released in the future to demonstrate the associated actions for the 26/27 wage increases, including the referendum-based increases.

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

Negotiation Preparation with District Negotiations Team. Materials will be shared with the Committee at the meeting with potential costing examples for 26/27 contracts.

**VII. RETURN TO OPEN SESSION**

**VIII. 26-27 PLAN YEAR INSURANCE COMMITTEE UPDATE**

The district insurance committee involving staff, district administration and Board members Joan Ensign and Mark Hetzel have been meeting during this school year to prepare for the 26.27 plan year.

The committee has reviewed district and peer plan structures, feedback from staff and committee members, district budget forecasts, and advice from USI, the district's benefit advisor.

Materials related to the Insurance Committee meeting on Tuesday, March 17, 2026 will be shared with the HR Committee.

Timeline of remaining activities:

March - Insurance Committee creates a recommended plan and rate structure to work with district budget forecasts.

April - Board reviews recommended plan / rate structure; Board vote

Mid April to Mid May - Employee communication / education

Mid April / May - Open Enrollment

**IX. DISCUSS THE PROPOSED CHANGE OF THE SOCIAL WORKERS FROM AN ADMINISTRATIVE SUPPORT-STYLE CONTRACT TO A TEACHER-STYLE CONTRACT FOR THE 26/27 SCHOOL YEAR.**

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In response to social worker requests to review their contract structure, administration has been meeting with the social work team to explore the contract style offered to WCSD staff. WCSD is an outlier in our peer Dane County Districts in that we offer a two-year administrative support contract instead of a teacher-style contract with extended days.

The administration has proposed to the group a teacher-style contract with 12 extended days. The members of the group support the change as presented, with two exceptions, as does the administration.

The attached document shows the structural differences. Within the discussion, the administration is seeking to clarify continued HR Committee support, employee salary placement in the new contract style, and potential solutions for employees that do not desire the change.

**X. 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.”

	<b>Admin Support</b>	<b>Teacher</b>	
<b>Contract</b>			
Contract Term	2 years	1 year	
Contract Days*	210	188+ extended days	
<b>Paid Time Off</b>			
Sick	8	8	
Personal	4	4	
Paid Holidays	9	4	
<b>Indirect Compensation</b>			
<b>Retirement Benefits</b>			
HRA - annual	\$3,220	\$1,181	
Sick day bank payout	0	Sick day bank 120 days @ \$118	
<b>Other Annual Benefits</b>			
Tuition Reimbursement 21 credits/5 year			
	UW Madison	\$811.44	\$17,040.00
	Edgewood College	\$1,052.00	\$22,092.00
Tuition Reimbursement annually	\$3408 - \$4418	0	
Conference Fees Annually (\$1500 every 2 yrs)	\$750	0	
Life insurance	\$200,000	85,000	
Membership dues	\$700	0	
Health / Dental / Vision / STD Insurances	same	same	
<b>Wage Increases</b>			
CPI* differs individually	CPI on personal contract	Negotiated CPI w/ equal distribution	
example \$60,000 = \$1770	2.95% of 24/25	2158	
Experience	0	400	
PD points (250 pts req / 10 PTs / Hour = 25 hour	0	750	