

HR Topics

Board Retreat - June 1, 2026

- Grow Our Own Update
- Employee Evaluation
- Substitute Teacher Fill Rates
- Wage/Salary Comparisons



WESTSIDE
COMMUNITY SCHOOLS
COMMUNITY • INNOVATION • EXCELLENCE

GROW OUR OWN

Educators Rising,
WHS Teacher
Academy, & STAR
scholarships

Grow Our Own
EA-to-Teacher
Ladder Program



Growing the Westside teachers and leaders of tomorrow!

Student Teacher
Supports &
Stipends

Community-to-
Classroom Pathway
Career Changers and
Alternative pathways to
certification

Leadership Westside

Next Level Leaders,
Lighthouse Leaders,
and 3i Cadre

Leadership Development
Pipeline Programs



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WESTSIDE COMMUNITY SCHOOLS



GROW OUR OWN

EA TO TEACHER LADDER PROGRAM

*An exciting initiative designed to empower and support our
dedicated Educational Assistants in their journey toward
becoming certified teachers!*



Programs Offered



2 Year In Person: Teacher Career Ladder

- For those who have earned college credits but may not have earned a degree.
- Two evenings a week in person classes.

2 Year Online: Teacher Career Ladder

- For those who have earned college credits but may not have earned a degree.
- 100% online (with the exception of student teaching).

3 Year Online: Three to Teach

- For those with little to no college credits.
- 100% online (with the exception of student teaching).

Desirae Anson
Westside High School Educational Assistant,
Grow Our Own Cohort 3 Participant



Supports Provided

Westside Community Schools, in partnership with Midland University, provides a wide range of supports to guide you throughout your educational journey in the Grow Our Own EA to Teacher Ladder Program. These supports include:

Alumni Mentor

As a member of the Westside Donor-Funded Grow Our Own Cohort, you will be paired with an alumni mentor who will serve as a guide throughout your educational journey. Your alumni mentor, a graduate of the program, will offer encouragement, support, and insight drawn from firsthand experience, providing you with a trusted resource who truly understands your path.

OR

Building Mentor

For Grow Our Own Cohort members participating in a specially funded apprenticeship program, a building mentor will be assigned in place of an alumni mentor. This mentor, an experienced educator within your school, will provide personalized guidance and professional insight to support you as you progress through your coursework and educational journey.



GROW OUR OWN



EA TO TEACHER LADDER PROGRAM

- Textbooks provided and no fees
- Technology - iPad, pencil, etc
- Specific Professional Learning sessions
- Wellness, Food, and Supports
- Study and Homework assistance



Shelly Sip
Westbrook Elementary Teacher,
Grow Our Own Cohort 2 Graduate

Our History



5

Cohorts

Since launching our inaugural cohort in 2022, the Grow Our Own EA to Teacher Ladder program has expanded to five cohorts, with new ones added each year.

29

Participants

As of the Fall of 2025, we have had 29 participants in the Grow Our Own EA to Teacher Ladder Program. In the spring of 2026, we look forward to welcoming our next new cohort of students!

98%

Avg. Grade

We are proud to share that our Grow Our Own EA to Teacher Ladder Program students earned an average of 98% or higher for their course grades each semester.

GROW OUR OWN 
EA TO TEACHER LADDER PROGRAM



Grow Our Own Cohort 1 Graduates
Spring, 2024



WESTSIDE
COMMUNITY SCHOOLS

NEW!

COLLEGE OF
SAINT MARY

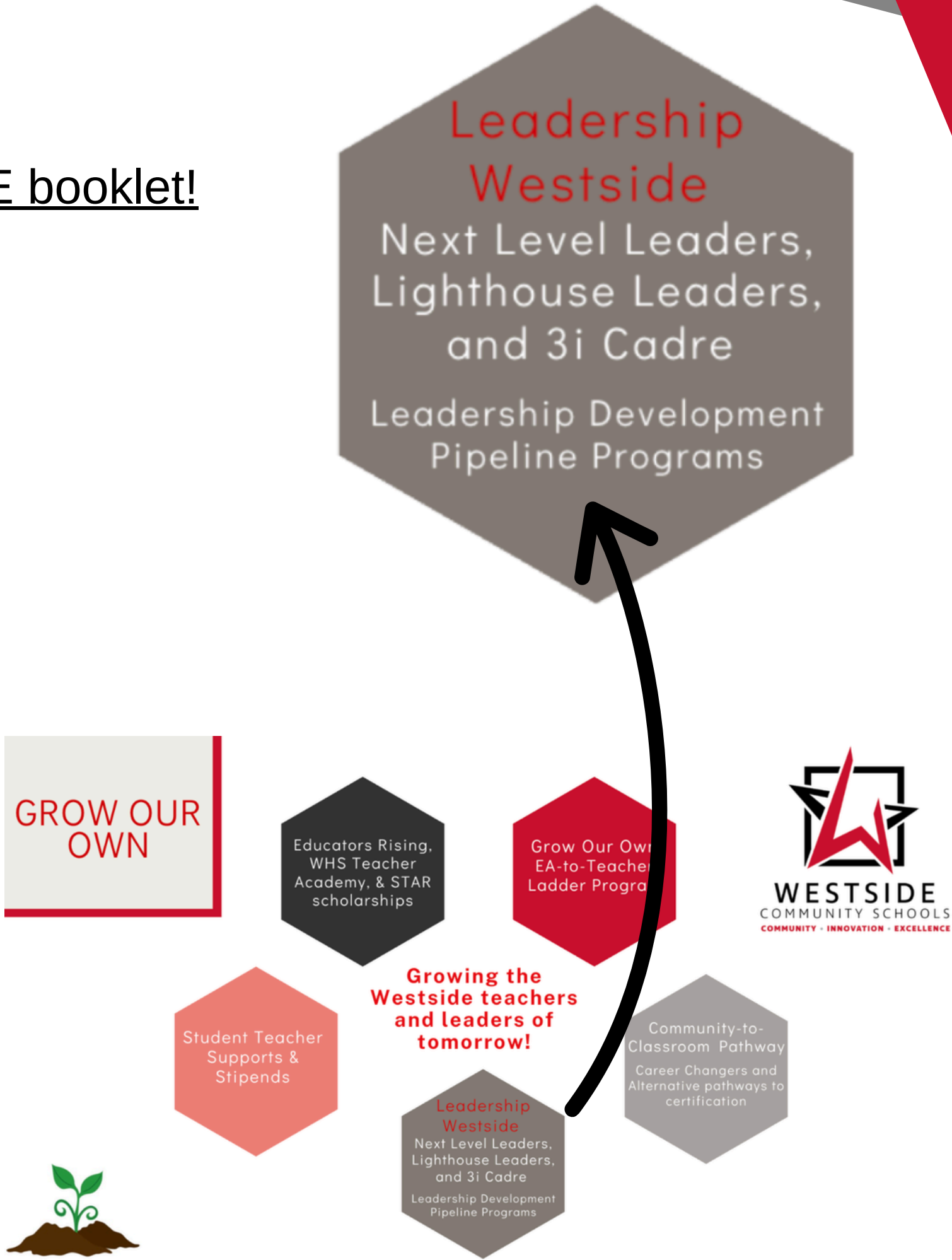
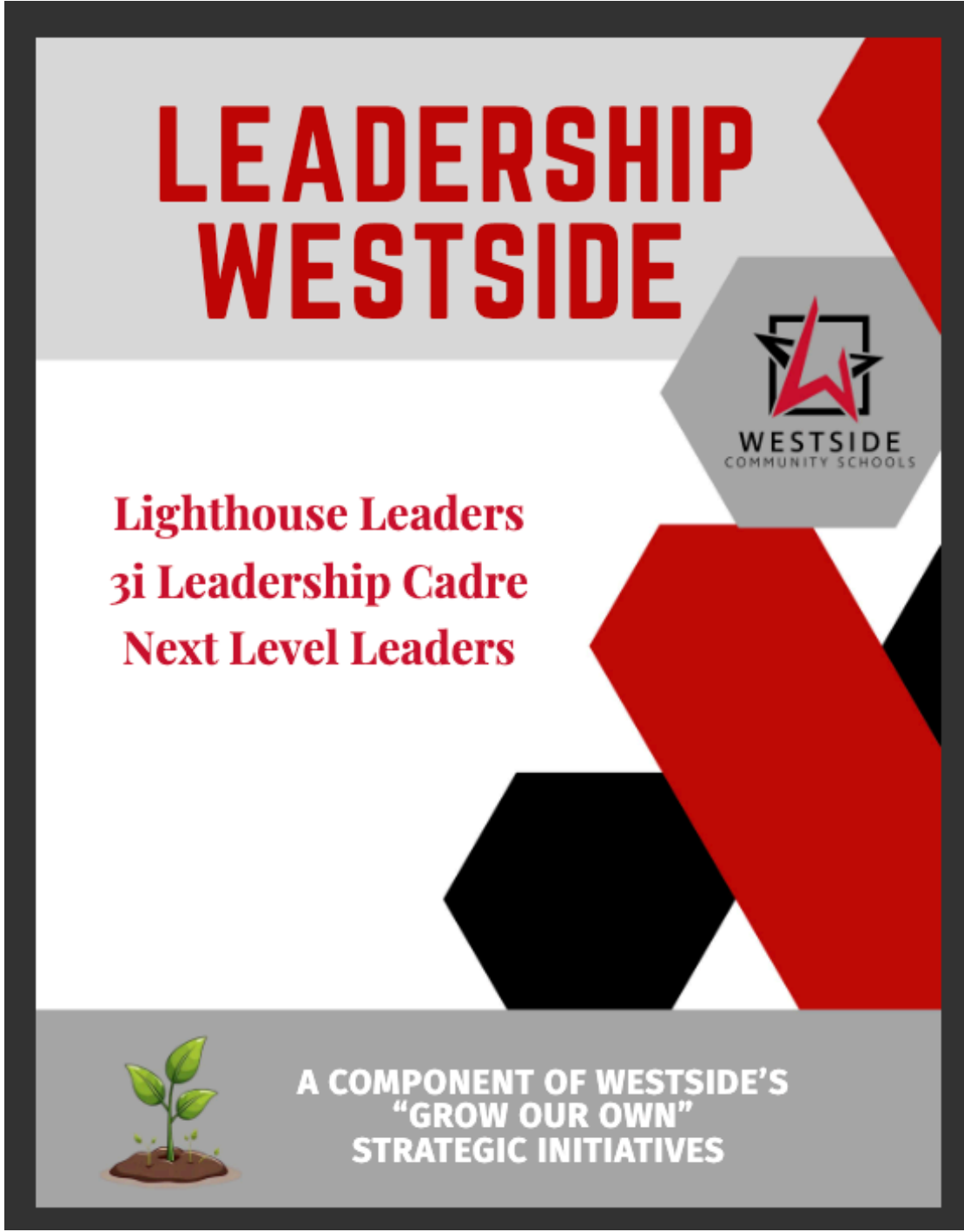
**SECONDARY PROGRAMS
- MATH, SCIENCE, ETC!**

2 YEAR ONLINE

What's next?



[Click here to view the LEADERSHIP WESTSIDE booklet!](#)



Employee Evaluation



EVALUATION FRAMEWORK

Building a Stronger, More Consistent Evaluation Experience for All.

2022/23

Certified Teacher
Evaluation
System
Full-Scale
Revisions



2023/24

Admin
Evaluation
System
Full-Scale
Revisions



2024/25

Classified Staff
Evaluation
System
Full-Scale
Revisions



2025/26

'Peripheral'
Certified Staff
Evaluation System
Full-Scale
Revisions



We've spent the last four years redesigning our evaluation systems to focus on growth, accountability, consistency, and meaningful feedback.



WESTSIDE
COMMUNITY SCHOOLS

HUMAN RESOURCES

DIFFERENT ROLES. SHARED PURPOSE.



TEACHERS

Inspiring Learning.
Building Relationships.
Driving Student Success.



ADMINISTRATORS

Leading People.
Supporting Growth.
Advancing the Mission.



CLASSIFIED STAFF

Supporting Students.
Strengthening Operations.
Making a Difference.

WESTSIDE COMMUNITY SCHOOLS



TEACHER SUPERVISION AND EVALUATION MODEL

Revised 2023

Each year, this document is reviewed and updated. The review is done in the summer months. The finalized document is locked down for the coming school year after the review. It is published by our certified staff members' first duty day of that school year.

To view a copy of the most current/applicable version of this document please scan the QR code listed below.

WESTSIDE COMMUNITY SCHOOLS



ADMINISTRATOR SUPERVISION AND EVALUATION MODEL

Revised 2024

Classified Employee Performance Evaluation Handbook



Revised 2025

Substitute Teacher Fill Rates

Substitute **Management** Excellence

Hiring & Recruitment

Westside utilizes **Frontline** for a seamless applicant experience. Candidates apply through a unified portal, enabling HR to screen, verify certifications, and complete background checks with maximum efficiency.

Automated Assignment

Teachers log absences via **Frontline Absence Management**. The system automatically dispatches notifications to qualified substitutes via mobile app, web portal, and phone, ensuring gaps are identified and filled instantly.


Performance Metrics

By centralizing data, the district maintains high visibility on classroom needs. Proactive management and a robust pool of talent allow for reliable instructional continuity across all buildings.

Daily Report

List

Tab

Filter Report:  < Monday, May 11, 2026 >

Type

☒ Absences ☒ Vacancies

Schools

All Schools

Schools ▼

Employee Types

All Employee ...

Employee Types ▼

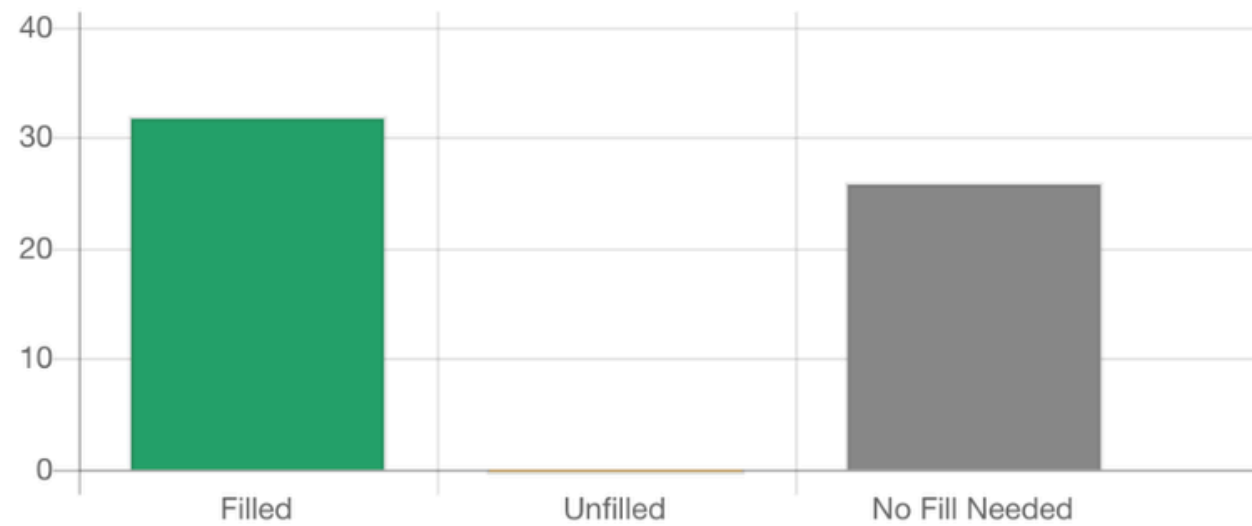
Group By

School ▼

 Search

 Print

Summary



Totals

Monday, May 11, 2026

Total: **58**

Fill Rate: **100.0%**

Reading the Report:



Filled



Unfilled



No Fill Needed

0

Unfilled

- Every evening and early morning, Alice and I monitor fill rates via Frontline reports.

WESTSIDE COMMUNITY SCHOOLS

GUEST TEACHER/SUBSTITUTE PAY RATES & INCENTIVES

- Tuesdays through Thursdays - \$185 per day
- Mondays and Fridays - \$210 per day
- Long-term position (begins day 1) - \$200 per day
- 10 consecutive days of subbing in any certified position (begins day 10) - \$200 per day
- Special incentive for working every student contact day in one month - extra \$100!
- Special End-of-Year paid incentive for subbing more than 100 of the student contact days in a school year - extra \$250!



Fill rate spreadsheet

DISTRICTWIDE - 2025/26				
Date	Unfilled	Filled	Total	Fill Rate %
4-May	0	27	27	100.00%
5-May	1	42.5	43.5	97.70%
6-May	0	37	37	100.00%
7-May	2.5	35	37.5	93.33%
8-May	1	35.5	36.5	97.26%
11-May	1	34.5	35.5	97.18%
12-May	0	39	39	100.00%
13-May	0.5	34	34.5	98.55%
14-May	0.5	35	35.5	98.59%
15-May	5	48	53	90.57%
18-May	0	31	31	100.00%
19-May	0	31.5	31.5	100.00%
20-May	0	28	28	100.00%
21-May	0	26.5	26.5	100.00%
22-May	0	17.5	17.5	100.00%



Wage/Salary Comparisons



Teacher Salaries

For 2026-27							
	Starting Salary (BA)	MA - Yr 1	MA - Yr 15	Highest Salary			
Westside	46,000	49,750*	73,694*	92,991	* this is with our \$750 addition for MA for the coming year		
Millard	45,015	53,351	67,925	90,140			
Elkhorn	48,322	56,951	78,092	97,939			
Papillion	41,325	48,764	71,906	87,816			
Gretna	41,815	49,342	71,086	86,975			
Bellevue	48,034	52,898	78,840	93,432	- impact aid is woven into their salaries		
Ralston	40,950	49,140	72,072	85,995			

The Bright Spot: Our "MA - Yr 15" salary (\$73,694) and "Highest Salary" (\$92,991) are highly competitive. We outpace Millard, Papillion, and Gretna significantly in long-term earning potential. And we also have to remember that we offer Master’s tuition reimbursement, which these other districts do not - a huge recruiting tool for BA-level teachers.

The Gap: While our starting BA salary (\$46,000) is competitive, our "MA - Yr 1" salary of \$49,750 is relatively low, even with the planned \$750 addition for the coming year. Millard (\$53,351) and Elkhorn (\$56,951) offer substantially more than other districts for a first-year teacher with a Master's degree.

Teacher Salaries



for our Teachers

- ✓ Our starting salary is where it needs to be, for now.
- ✓ We continue to gain traction in being well-positioned to retain veteran teachers, but we remain at a disadvantage when recruiting highly educated new talent from districts like Millard and Elkhorn.
- ✓ We knew this discrepancy was growing, which is why we negotiated for the increases for educational attainment. We recognized the \$750 addition for those with a Master's would not fully close that gap on its own and always viewed it as part of a broader, multi-year compensation strategy.

Classified Hourly Wages

Educational Assistants:

Base Pays:	General Para	SPED Para	Health Para	10 Month AA	12 Month AA	Accompanist	Food Service Workers	Building Custodians
Westside	15.00	16.38	16.26	17.02	18.14	20.84	17.18	22.38
Millard	16.04	16.04	16.29	16.72	17.76	19.11	17.42	20.26
Elkhorn	17.95	17.95	18.45	24.50	26.00	21.95	-	24.70
Papillion *	15.62	16.67	17.00	18.07	18.07	21.50	15.62	-
Gretna	17.45	17.95	-	17.95	19.45	20.55	17.45	-
Bellevue	16.50	16.85	17.15	-	18.58	22.75	16.56	19.20
Ralston	16.78	17.52	17.52	18.58	18.58	21.69	17.45	19.50

- **The Facts:** Westside currently provides lower starting hourly wages for Classroom and Health EAs compared to several metro-area districts, and remains below many neighboring districts in Spec. Ed EA starting pay.
- **The Why:** This lower pay is offset by a different staffing model. Because Westside employs roughly 50-80% more paraeducators per student than neighboring districts, the district is essentially spreading its budget to prioritize a higher volume of support staff in the classroom rather than higher individual wages.

	Approx. Count of General EAs (at 6/hours per day)	Approx. Count of Special Education EAs (at 6/hours per day)	TOTAL EA Count	Student Count	Ratio: Students to EA
Westside	71	155	226	6,200	27.42
Millard	178	296	474	23,250	49.04
Elkhorn		277	277	11,700	42.24
Papillion	141	195	336	12,200	36.31
Gretna			203	8,500	41.87
Ralston			104	3,400	32.69

Westside has approximately 45% fewer students assigned per EA than the highest ratio district/building.

Westside provides substantially more EA support relative to student enrollment than our metro peers.

Classified Hourly Wages



for our Educational Assistants

- ✓ We are currently able to hire for any vacant positions. We ended the year with 91% of our EA positions filled.
- ✓ We continue to prioritize incremental increases to EA hourly rates each year. We also started an EA Advisory group, which advocated for a \$500 longevity stipend (10+ years) that we added to wages for 26/27. (37 cents per hour, approx.)
- ✓ We continue to strategically evaluate EA positions to ensure staffing levels are aligned with direct student support needs. Through attrition, we have reduced a small number of general ed EA positions (6 over the last year), creating additional budget capacity to support ongoing hourly wage increases for remaining staff (e.g., WMS copy EA position).

Classified Hourly Wages

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Elkhorn	17.95	17.95	18.45	24.50	26.00	21.95	-	24.70
Papillion *	15.62	16.67	17.00	18.07	18.07	21.50	15.62	-
Gretna	17.45	17.95	-	17.95	19.45	20.55	17.45	-
Bellevue	16.50	16.85	17.15	-	18.58	22.75	16.56	19.20
Ralston	16.78	17.52	17.52	18.58	18.58	21.69	17.45	19.50

Building Custodians:

- At 22.38/hour, Westside pays our custodians well, significantly beating Millard (20.26) and Bellevue (19.20), and trailing only Elkhorn (24.70).

Administrative Assistants:

- Our 10-month (17.02/hr) and 12-month (18.14/hr) wages are generally "middle of the pack".

Food Service Workers:

- Westside's compensation for Food Service Workers is currently competitive. While we are not setting the market ceiling, the wage gap between Westside and the highest-paying districts (Gretna and Millard) is marginal.

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