

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION**
Human Resources Committee Meeting
Wednesday, September 5th, 2012
7:30 a.m.
District Administrative Center
905 Bethel Circle
Waunakee, WI 53597

MINUTES:

- I. CALL TO ORDER** – *The meeting was called to order at 7:30 a.m. by committee chair, Ms. Hill-Breunig.*
- II. ROLL CALL** – *Ms. Hill-Breunig, Ms. Ensign and Mr. Epping were present. Mr. Guttenberg, Ms. Beth and Mr. Summers were also present.*
- III. APPROVE AGENDA** – *There was a motion by Ms. Ensign, seconded by Mr. Epping, to approve the agenda. The motion carried (3-0).*
- IV. DISCUSS TEACHER POINTS SYSTEM** – *The committee discussed the attached memo from Mr. Guttenberg and Ms. Beth. There was a motion by Mr. Epping, seconded by Ms. Hill-Breunig, to recommend (to the full Board) continuing with the current points system for the 2012-13 school year with the exceptions noted in the memo and with granting 300 experience points to teachers at the top of the salary schedule. The motion carried (3-0).*
- VI. SET ADDITIONAL MEETING DATE(S)** – *No additional dates were set at this meeting.*
- VII. ADJOURN** – *There was a motion by Ms. Ensign, seconded by Mr. Epping, to adjourn the meeting. The motion carried (3-0). The meeting adjourned at 8:30 a.m.*

“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, 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.”

TO: Board of Education—Human Resource Committee
FROM: Randy Guttenberg
Connie Beth
RE: Teachers' Points System
DATE: September 4, 2012

The Human Resource Committee has been discussing for the last number of months how to proceed with the teachers' points system. The full Board discussed at their August meeting in closed session a number of parameters the HR Committee was considering for the 2012-2013 school year. The discussion with the full board brought forward a number of questions and values about different parts of the Point's system, particularly longevity, teacher evaluation, and how CPI per Act 10 and Points would impact teacher pay. The consensus of the board after this discussion was to keep the majority of the current Points system in place for the 2012-2013 school year until we have better direction from the State of Wisconsin on their teacher evaluation model, and until we further explore our beliefs and impacts of the various components of the Points system.

With that in mind, our recommendation is to continue with the current points system for the 2012-13 school year, with the following exceptions:

- ✓ The current salary schedule will likely dissolve because we are not able to specify the pay increase that will be provided to those teachers who earn 500 points.
- ✓ The teachers who are currently at the top of the salary schedule will no longer be capped. They will be provided with the same increase as other teachers if they earn 500 points. Because experience points have not been granted to teachers at the top of the salary schedule for the past several years, they will be granted 300 experience points for the 2012-13 school year. They will need to earn 200 points to be eligible for an increase.
- ✓ Completion of a Master's Degrees and/or earning a National Board Certification will be rewarded with an amount to be determined by the Board of Education.
- ✓ Banked points from previous years may be used.
- ✓ The deadline for earning points to be applied to 2013-14 salary increases will be July 31, 2013.

We ask the Human Resource Committee to review these guidelines to assure accuracy per the Board's discussion in August. We also ask the committee to move the recommendation forward to the full Board for consideration at the regular September meeting.