

WSD3 Fact Sheet

Important Information for All WSD3 Employees to Know
Fall 2022



Compensation:

- Employee minimum compensation increases with new teacher salaries:
 - 2013 = 3.2% compensation - \$33,585 base
 - 2014 = 3.45% compensation – \$34,250 base
 - 2015 = 2.3% compensation – \$34,500 base
 - 2016 = 1.25% compensation – \$34,750 base
 - 2017 = 1.25% compensation – \$34,850 base
 - 2018 = 8% compensation – \$36,575 base
 - 2019 = 6% compensation – \$38,000 base
 - 2020 = 0% (Pandemic Year) – no change to new teacher salary
 - 2021 = 6.75% - \$40,500 base
 - 2022 = 9.2% (8% building administration; 7.5% central administration) - \$44,000 base**
- Employees received the following additional one-time compensation recently:
 - \$250 in June 2020
 - \$250-\$1,000 in June 2021
 - 1.25% in September 2021
 - \$500 in December 2021
 - **\$1,000 in May 2022**
- All employees returning from SY 2021-2022 will receive an additional one-time **retention stipend of \$1,250** to be paid in two installments: \$625 in September 2022 and \$625 in January 2023
- Employee pay for covering classes during SY 2021-2022 was \$50 per hour. Employee pay for covering classes during SY 2022-2023 is \$40 per hour. This is due to the increased amount of guest personnel available in the district as well as the decreased amount of additional pandemic funding (ESSERS) available.
- ESSER (Elementary and Secondary School Emergency Relief Act) Funds:
 - Federal funding mandated for pandemic-related needs and student learning loss
 - Must be used by September 2023
 - Cannot be used for existing employee pay raises or curriculum
 - Covers employee pay for two additional days in order to assist student learning loss from the pandemic.
 - **Positions, programs, and items introduced during SY 2021-2022 and 2022-2023 and funded via ESSER will need to be assimilated into the general district budget for SY 2023-2024.**

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Leave:

- Employees reported in the 2019 Attendance Committee survey a desire to have their total absences and use of leave time reported to them more frequently. WSD3 implemented system e-mail notification, monthly updates to supervisors, and added it to the licensed summative evaluation, like the non-licensed evaluation. The licensed attendance evaluation language was revised for SY 2022-2023 and will be reviewed by the Attendance Committee this school year.
- Family and Medical Leave Insurance Act (FAMLI):
 - FAMLI program is optional, supplemental leave benefits for eligible employees and does not impact existing employee medical and/or leave benefits.
 - June 2022: BOE resolution presented to decline district participation based on total initial program cost, potential impact on student achievement, and subsequent employee leave coverage costs.
 - July 2022: Employees sent proposed resolution and feedback solicited.
 - August 2022: BOE voted to decline district participation (will review annually), but individual participation allowed beginning January 2023.
 - FMLA, the federal program providing unpaid family and medical leave and job protection under certain circumstances, is not impacted by FAMLI participation.
 - Information about the FAMLI program can be obtained via <https://famli.colorado.gov/> or the Office of Human Resources (x3015).
- Pandemic:
 - Families First Coronavirus Relief Act (FFCRA) requirements and funding ended 12/31/20.
 - Healthy Family Workplace Act (HFWA) unfunded requirements began 1/1/21.
 - Other area school districts ended their "COVID" leave 12/31/21.
 - **Per the Health Department notice effective February 28, 2022, COVID-19 should be treated like all other infectious diseases.**
 - WSD3 ended Pandemic Leave 3/18/22.

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Hiring/Substitutes:

- All licensed openings were filled to begin the school year except two positions.
- WSD3 currently has 157 guest teachers, up from 108 in October 2021.
- Armed Security:
 - **Armed security coverage for all student sites;** armed patrol for all other sites.
 - Unarmed security transitioning to armed and addition of 2.64 FTE for 19 total armed security personnel
- Central Administration for the 2022-2023 school year:
 1. Superintendent = Kevin Duren
 2. Assistant Superintendent = Connie Florell (Elementary)
 3. Assistant Superintendent = Kirk Vsetecka (Secondary)
 4. H.R. Executive Director = Amy Roden
 5. H.R. Assistant Director = Paul MacRenato
 6. H.R. Assistant Director = Justin Lee
 7. SPED Executive Director = Lisa Humberd
 8. SPED Assistant Directors = Rachel Lake
 9. SPED Assistant Director = Milagros Melendez
 10. Elementary Assistant Director = Tricia Bentley
 11. Secondary Executive Director = Aaron Hoffman
 12. Operations Officer = Dave Gish
 13. Finance Officer (formerly Business Services) = Terry Kimber
 14. Teaching/Learning Services (formerly Student Achievement) Executive Director = Megan Houtchens
 15. Technology Director = Carlos Lopez
 16. Communication Director = Sam Briggs
 17. Director of Innovation & Alternative Education = Shane Skalla (**repurposed former Teaching/Learning Services central administrative position, and combined previous, part-time EDI Director position with Discovery High School Principal position**)

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Supervision and Evaluation:

- Per a recommendation from the Performance Evaluation Council (PEC), licensed staff will receive the following amount of formal evaluations in addition to mid-year and summative evaluations:
 - 1st year Probationary and 1st, 2nd, and 3rd year Alternative Licensure Staff = 2 scheduled and 3 unscheduled (as done prior to SY 2020-2021)
 - 2nd, 3rd, and 4th (as applicable) year Probationary Staff = 2 scheduled and 2 unscheduled (as done during SY 2020-2021 and 2021-2022)
 - Non-Probationary Staff = 1 scheduled and 2 unscheduled (as done during SY 2020-2021 and 2021-2022)
 - Special Service Providers = 2 scheduled and 1 unscheduled (as done during SY 2020-2021 and 2021-2022)
- Supervisors can observe staff any time during the course of fulfilling the duties and responsibilities of their position.
- Supervisors will notify staff during mid-year evaluations if additional evaluations will be completed during the school year.

Verbal Intervention Training:

- De-escalation techniques per nationally-recognized program
- Use WSD3 trainers to significantly decrease time and costs
- All employees will be trained per EIP discussions.

Policies for reference: (located in the WSD3 website Board of Education section)

- GBCA = Sick Leave
- GBCAB = Personal Leave
- GBDA = Administrator Salary
- GCBA = Non-Administrative Salary
- GCBA-RB = Salary Increment
- GCBP = Special Service Provider Salary
- GCBC = Extra-Duty Salary
- GDBA = Non-Licensed Compensation
- GDDA = Vacation Leave (non-licensed)

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Contacts for assistance:

- x3015 = Human Resources
- x3026 = Finance
- x3030 = Insurance/Benefits
- x3033 = Payroll
- x3009 = Internal Professional Development
- x3014 = External Professional Development
- 719-634-1825 = Employee Assistance Program (EAP) – **confidential and free**

How to access the WSD3 Intranet: Use district e-mail address and password for staff login on district website.