

WSD3 Fact Sheet

Important Information for All WSD3 Employees to Know
Spring 2022



Compensation:

- “Compression” and “Stacking” were addressed in employee compensation when the minimum wage increase was mandated over 5 years from \$8.31 in 2016 to \$12.00 in 2020.
- WSD3 is currently trying to get all full-time, benefited minimum wages to \$15.00 per hour or more.
- WSD3 does not pay new employees more than existing employees unless new employees have more years of experience, education/certification, etc.
- Hard-to-fill stipends are given to new hires in areas such as center-based special education, math, and special services.
- For the 2021-2022 school year, WSD3 is ranked 5th out of 13 local school districts in teacher compensation and 8th out of 13 for administrator compensation.
- WSD3 switched to a % increase system in 2013 to ensure the BOE could maximize recurring raises for employees. The previous salary schedules limited compensation increase steps to approximately 2.38%.
- Examples of how the compensation increase system works using a 3% model:
 - 3% of \$40,000 = \$1,200
 - 3% of \$50,000 = \$1,500
 - 3% of \$60,000 = \$1,800
- Employee compensation increases over the last decade 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
- Employees received the following one-time compensation recently:
 - \$250 in June 2020
 - \$250-\$1,000 in June 2021
 - 1.25% in September 2021
 - \$500 in December 2021

WSD3 Fact Sheet

Important Information for All WSD3 Employees to Know
Spring 2022



- WSD3 plans to do one-time compensation for employees at the conclusion of the 2021-2022 school year **and** another for those returning to WSD3 at the beginning of the 2022-2023 school year.
- WSD3 has contributed an additional 11% to employees' PERA in since 2012.
- Employees received two months of insurance premium holidays in both the 2020-2021 and 2021-2022 school years.
- Single health insurance coverage for employees during the 2021-2022 school year is \$58, down from \$91 in the 2017-2018 school year.
- 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
 - Will cover employee pay for two additional days in order to assist student learning loss from the pandemic.

Leave:

- WSD3 averages 10 absences per employee per school year.
- The sign-in/out log in buildings is to communicate when an employee is out of the building during the school day.
- Based on employee trends, the "lockout" calendar identifies high absence days in advance that schools will likely need to provide internal coverage.
- WSD3 prefers to compensate non-licensed employees' overtime monetarily instead of with time in order to reduce the amount of employees absences.
- Employee Leave Timeline:
 - 1991 = Per an EIP recommendation, allowed employees to use all 11 leave days at "Temporary Leave." Employee absences increased significantly. Sick Leave and Personal Leave designations were developed through EIP.
 - 2010 = Per an EIP recommendation, shifted from 8 Sick Leave and 3 Personal Leave days to 7 Sick Leave and 4 Personal Leave days. Employee absences increased significantly, including weeklong Personal Leave absences using 1 nonpaid day.
 - 2015 = Per an EIP recommendation, expanded use of Sick Leave to beyond the "immediate household." Employee absences increased significantly.
 - 2019 = Attendance Committee formed, determines use of Personal Leave days is an absence issue, confirms substitutes are not as effective as regular staff, and makes recommendations to limit use of consecutive Personal Leave days, and recommends no more than one nonpaid day be used, except in medical

WSD3 Fact Sheet

Important Information for All WSD3 Employees to Know
Spring 2022



situations.

- 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.
- Nationally recognized best practices for school district employee absences:
 - Pay-off unused time - WSD3 does this
 - Use unused \$ as bonus – WSD3 does this
 - Incorporate employee absence rate into evaluations – WSD3 does this
 - Focus on school level attendance – WSD3 does this
 - Conduct district business/training outside student contact time – WSD3 does this
 - Promote healthy living – WSD3 does this
 - Communicate – We could always do better with this
- 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
 - WSD3 ended Pandemic Leave 3/18/22

Hiring/Substitutes:

- WSD3 does not want unfilled positions.
- WSD3 advertises nationwide for licensed and non-licensed candidates.
- WSD3 advertises openings for harder-to-fill positions 24/7/365.
- H.R. will attend 40 in person/virtual hiring fairs during the 2021-2022 school year.
- H.R. interviews almost every candidate who applies.
- It is extremely difficult to hire substitutes.
- WSD3 currently has 143 guest teachers, up from 108 in October 2021.
- The secondary Guest Teacher Centers were implemented during the 2021-2022 school year in order to relieve the amount of coverage needed by our staff
- Central Administration changes for the 2021-2022 school year:
 1. Superintendent = Scott Campbell to Kevin Duren
 2. Assistant Superintendent = Connie Florell (Elementary)
 3. Assistant Superintendent = Joe Garrett to Kirk Vsetecka (Secondary and H.R.)
 4. H.R. Director = Amy Roden

WSD3 Fact Sheet

Important Information for All WSD3 Employees to Know
Spring 2022



5. H.R. Assistant Director = Jennifer Sanchez-Mason to Paul MacRenato
6. SPED Executive Director = Lisa Humberd
7. SPED Assistant Director = Tressa Lance
8. SPED Assistant Director = Rachel Lake **(new position)**
9. Elementary Assistant Director = Paul MacRenato to Tricia Bentley
10. Secondary Executive Director = Kevin Duren to Aaron Hoffman
11. Operations Officer = Dennis Neal to Dave Gish
12. Finance Officer (formerly Business Services) = Terry Kimber
13. Teaching/Learning Services (formerly Student Achievement) Executive Director = Kirsten Toy to Megan Houtchens **(Eliminated Assistant Director position)**
14. Technology Director = Carlos Lopez
15. Communication Director = Sam Briggs
16. EDI Director **(part-time)** = Jennifer Sanchez-Mason **(new position)**

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
- GCBB = Special Service Provider Salary
- GCBC = Extra-Duty Salary
- GDBA = Non-Licensed Compensation
- GDDA = Vacation Leave (non-licensed)

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.

WSD3 Fact Sheet

Important Information for All WSD3 Employees to Know
Spring 2022



WSD3 MISSION

***To Learn, Grow, Achieve: Every Child, Every Classroom,
Every Day***