

WSD3 Fact Sheet

Important Information for All
Employees to Know

Spring 2023



Compensation:

- Employee minimum compensation increases with new teacher salaries:
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
 - \$1,250 (\$625 in September 2022 and \$625 in January 2023) retention stipend for employees returning for SY 2022-2023 from SY 2021-2022
- The Colorado minimum wage is \$13.25 per hour. The minimum wage for WSD3 benefitted employees is \$15.25. The minimum wage for each position title can be located in Policy GDBA, Non-Licensed Personnel Compensation. The minimum wage for each position title is also the standard hourly rate for non-licensed guest personnel.
- Employees can access their compensation information via the Alio system as follows:
Go to www.wsd3.org
Click on "Faculty and Staff" drop-down
Select "Staff Links"
Click "ALIO Employee Service Portal"
Log into the Alio Employee Portal using employee established username and password
Click the "Payroll" button at top
Click "Salary Compensation" in right corner at top
Click "+" next to Salary Compensation Information to display employee information

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 is currently under review by the Attendance Committee.
- The Attendance Committee is also reviewing the following items during Spring 2023: FAMLI Leave Program, Non-Licensed Paid Holidays, Leave of Absence Provision, and Personal Leave. Please see building representatives for details.
- 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).

Hiring/Substitutes:

- WSD3 currently has 221 guest teachers, up from 108 in October 2021.
- WSD3 hired 150 licensed staff members in 2021 and 152 in 2022.
- H.R. has established a system for non-licensed staff members to become licensed staff members.
- Central Administration for the 2023-2024 school year:
 1. Superintendent = Kevin Duren
 2. Assistant Superintendent = Kirk Vsetecka
 3. H.R. Executive Director = Amy Roden
 4. H.R. Assistant Director = Paul MacRenato
 5. H.R. Assistant Director = Justin Lee
 6. SPED Executive Director = Rachel Lake
 7. SPED Assistant Director = Milagros Melendez
 8. SPED Assistant Director = Andrew Fenity

9. Elementary Executive Director = Tricia Bentley
10. Elementary Assistant Director = Jennifer Bonds
11. Secondary Executive Director = Aaron Hoffman
12. Secondary Assistant Director = Steffanie Howell
13. Operations Officer = Dave Gish
14. Finance Officer = Terry Kimber
15. Teaching/Learning Services Executive Director = Megan Houtchens
16. Technology Director = Carlos Lopez
17. Communication Director = Sam Briggs
18. Innovation & Alternative Education Director = Shane Skalla

Supervision and Evaluation:

- All Licensed and Non-Licensed staff members receive annual evaluations and feedback.
- CDE changed the licensed evaluation percentages effective SY 2023-2024 as follows:
Professional Practices = 70%, and Measures of Student Learning = 30%

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, www.ProfileEAP.org (company code: Wide3) = 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 MISSION

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