

Fact Sheet

Important Information for All
Employees to Know

Fall 2023



Compensation:

- Employee **minimum** compensation increases with new teacher salaries:
 - 2018 = **8%** - \$36,575 base
 - 2019 = **6%** - \$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
 - 2023 = **8%** - \$46,000 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 \$13.65 per hour. The minimum wage for WSD3 benefitted employees is \$15.60. 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 Linq system as follows:
 - Go to www.wsd3.org
 - Click on "Staff" portal (far right)
 - Click "Linq"
 - Log into the Linq 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

- External vendors offer before/after school care to employees at all 9 elementary sites. WSD3 covers either the before or after school care cost for employees. Employees also get 50% off the cost for days when students are not in session.
- Widefield Parks & Recreation offers reduced membership rates for employees. For example, an annual family membership is \$550 for employees, \$660 for WSD3 residents, and \$880 for non-residents.

Leave:

- Employees now accrue Sick Leave days as follows per Policy GBCA:

	9-10 month employees	11 month employees	12 month employees
0-4.99 years	7	8	10
5-9.99 years	5	6	8
10+ years	3	4	6

- Employees now accrue Personal Leave days as follows per Policy GBCAB:

	9-12 Month
0-4.99 years	4
5-9.99 years	6
10+ years	8

- The Department of Labor classifies licensed, salaried, contracted employees as exempt, (not eligible for overtime compensation) and non-licensed, hourly wage employees as non-exempt (eligible for overtime compensation). As a result, licensed employees are not hourly wage employees and do not have “contract hours.” However, there are minimum expected school hours for licensed employees.

Community Survey:

- WSD3 conducted a community survey from September 18 – October 1, 2023. 1,271 residents and parents of students in WSD3 completed the survey.
- The following information was included in the survey:
 - For K-12 education, Colorado is one of the lowest funded states in the nation.
 - WSD3 is one of the lowest funded districts (174th of 178) in Colorado.
 - WSD3 students have the opportunity to take career pathways in engineering, computer science, biomedical science, construction, welding, manufacturing/cabinetry, electrical, plumbing, cosmetology, music production, and naval science (NJROTC).
 - WSD3 has armed security coverage for every school building in the district.

- In addition to subjects traditionally taught, WSD3 has elementary schools which emphasize the following areas: STEM (Science, Technology, Engineering, and Math), AVID (college and career readiness), Computer Science, Visual and Performing Arts, Project-Based Learning, and Leader in Me (leadership).
- WSD3 students can earn college credit by taking any of 18 Advanced Placement course and/or dual credit enrollment opportunities at local colleges.
- Survey results are available for review via the District website (wsd3.org) or this link: <https://www.wsd3.org/welcome-to-widefield/connect-with-widefield>

Enrollment:

- WSD3 total student enrollment history:
 - 2018 = 9,608 students
 - 2019 = 9,687 students
 - 2020 = 9,188 students
 - 2021 = 9,396 students
 - 2022 = 9,631 students
 - 2023 = 9,378 students
- On average, each house in WSD3 produces an average of 0.28 elementary students and 0.17 secondary students.
- For the 2023-2024 school year, 51.77% of all students in WSD3 qualify for Free/Reduced Lunch, and 14.72% of all students in WSD3 are designated for Special Education services.

Budget:

- Colorado per pupil funding for the 2023-2024 school year is \$10,034.
- Per pupil funding is determined by the following sources:
 - 76% = State Equalization
 - 22% = Property Tax
 - 2% = Specific Ownership Tax
- Less than one-half of 1% of district revenue comes from marijuana taxes.
- Widefield Parks and Recreation has a separate budget and is not funded by WSD3.
- The cost per month of the 2017 Bond/Mill Levy Override per \$100,000 of home value is as follows:
 - 2018 = \$9.25
 - 2019 = \$8.67
 - 2020 = \$6.46
 - 2021 = \$6.34
 - 2022 = \$4.70

Hiring/Substitutes:

- WSD3 does the following to recruit new teachers and staff:
 - Nationwide targeted advertising campaign
 - Attend virtual and in-person job fairs in multiple states
 - Partnerships with military, Pikes Peak Work Force, and regional universities
 - Postings on multiple job search engines
 - Receive candidates from Colorado Department of Education Licensing Department, BOCES, UCCS, ASPIRE, and CSU-P
 - Assist staff with licensure via TeachCO.org
 - Recruit via school outreach, community events, website, and brochures
- WSD3 had 108 guest teachers in 2021, 195 in 2022, and 168 currently in 2023.
- WSD3 hired 150 licensed staff members in 2021, 152 in 2022, and 172 in 2023.
- WSD3 had a staff turnover rate of 22% in 2021, 22% in 2022, and 19% in 2023.
- Non-licensed employees can be eligible to become licensed staff members. Details available via the Office of Human Resources.
- 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 Chief Officer = Dave Gish
 14. Finance Chief Officer = Terry Kimber
 15. Teaching/Learning Services Executive Director = Megan Houtchens
 16. Technology/Information Systems Director = Carlos Lopez
 17. Communication Director = Sam Briggs
 18. Innovation & Alternative Education Director = Shane Skalla

Curriculum and Instruction:

- The Teaching and Learning Cycle 3.0 is being implemented this school year, including professional development for licensed staff on all modules.
- All schools, except the WSD3 Preschool (not required), submitted Unified Improvement Plans (UIP) this fall. School and District Unified Improvement Plans and School/District

Performance Frameworks (SPF/DPF), which include student achievement and growth results and school/district performance ratings based on Spring 2023 testing, are available for review via the Colorado Department of Education (CDE) website (cde.state.co.us) or this link:

<https://www.cde.state.co.us/schoolview/frameworks/welcome>

- School and District Accountability Dashboards (School View), which include student data for schools and the district, are available for review via the Colorado Department of Education (CDE) website (cde.state.co.us) or this link:

<https://www.cde.state.co.us/code/accountability-dataexplorertool>

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%
- An annual staff survey is conducted to provide feedback on building leadership. For SY 2023-2024, this will begin on January 4-5, 2024. The survey is intended to provide building leaders with actionable, constructive feedback. The results of this survey are visible to building and central administrators for the purpose of reflection and ongoing conversations for continuous growth. A summary/overview of the survey results will be shared with staff. This survey is intended for all licensed and non-licensed employees.

Policies for reference: (located via the WSD3 website at wsd3.org, 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 and External Professional Development
- 1-800-645-6571, 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 at wsd3.org.

WSD3 MISSION

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