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# 2018-19 Proposed Compensation Increases

— April 19, 2018 —

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# A Brief History

- New system implemented in 2015-16 based on mutual interests:
  - Attract & Retain High Quality Employees
  - Reward for Doing A Good Job/Cost of Living Adjustment
  - Honor Experience & Longevity
- Market Based System
- New data gathered every year for every position
- Adjustments made each year as environment changes & system develops

# Celebrations!

- Market data is proving true to what we have been hearing
  - Beginning teacher medians are all \$40,000 or greater
  - Largest teacher median increases this year were for newer teachers (9 years of experience or less) and Specialists
  - Smallest teacher median increases this year were for General Education categories and most senior teachers
- Real data is used in hiring decisions
- All employees know their market rates based on real data
- Judgments about compensation increases now proven valid or invalid by data
- The use of market comparable data is now a regional effort

# Recommended Adjustments

- Eliminate the “Two-Year Clause”
  - Major issues in Support Staff group
  - Teachers & Admin have been hired the past two years using the market analysis
  - Teacher median data is reliable enough to limit extreme fluctuations
  - Results in large increases to catch up to increasing medians
- Implement Half-Year Increments for Support Staff
  - Hire date on or prior to 9/1 = Full year
  - Hire date on or prior to 2/1 = Half year
  - All other employees years of service are in half year increments
- Define Administration & Support Staff Longevity
  - Any break in service from District = New beginning for longevity years

# Administration Increase Analysis

- Overall wage increase of 3.28%
- Average median increase = 1.43%

# Certified Staff Increase Analysis

- Overall wage increase of 3.49%
- Average median increase = 1.94%
- Market data is proving true to what we have been hearing
  - Beginning teacher medians are all \$40,000 or greater
  - Largest teacher median increases this year were for newer teachers (9 years of experience or less) and Specialists
  - Smallest teacher median increases this year were for General Education categories and most senior teachers
- Average actual increase for teachers moving bands = 6.16%
- Average increase between bands = \$4,060
- Average difference between Bachelors & Masters = \$5,395

# Support Staff Increase Analysis

- Overall wage increase of 3.28%
- Average median increase = 3.90%
- Because of turnover, this group is most positively impacted by removal of “Two-Year Clause”
- Removal of “Two-Year Clause” makes for more equitable hiring within the group
- Support Staff will be most affected by regional effort as real individual data will be available like Admin & Teachers rather than gathering pay scales

# Overall Compensation Increases v. Projection

COMPENSATION COSTING ANALYSIS (To Be Considered April 19, 2018)

Group	2017-18 Salary	2% Increase	3% Increase	2018 - 2019						
				Market Increase	Longevity	CPI Increase	Total Increase	Variance (2%)	Variance (3%)	% Increase
Certified Admin	\$1,298,564	\$25,971	\$38,957	\$13,531	\$4,500	\$27,468	\$45,499	(\$19,528)	(\$6,542)	3.50%
Non-Cert Admin	\$341,114	\$6,822	\$10,233	\$1,024	\$0	\$7,287	\$8,311	(\$1,489)	\$1,922	2.44%
Certified Staff	\$12,978,730	\$259,575	\$389,362	\$171,647	\$3,000	\$277,854	\$452,501	(\$192,926)	(\$63,139)	3.49%
Support Staff	\$4,091,838	\$81,837	\$122,755	\$47,568	\$835	\$85,893	\$134,296	(\$52,459)	(\$11,541)	3.28%
<b>Totals</b>	<b>\$18,710,246</b>	<b>\$374,205</b>	<b>\$561,307</b>	<b>\$233,770</b>	<b>\$8,335</b>	<b>\$398,502</b>	<b>\$640,607</b>	<b>(\$266,402)</b>	<b>(\$79,300)</b>	<b>3.42%</b>



# Recommendations & Considerations

## Recommendations:

- Provide a full market increase for all staff
- Provide all longevity increases
- Provide the full CPI increase (2.13%)

## Considerations:

- Health insurance renewal (Benefits Advisory)
- Additive schedule & other mutual interests (DLAT)
- Area Compensation Consortium

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# 2018-19 Proposed Compensation Increases

— Questions?? —

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COMPENSATION COSTING ANALYSIS (To Be Considered April 19, 2018)

Group				2018 - 2019						
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Support Staff	\$4,091,838	\$81,837	\$122,755	\$47,568	\$835	\$85,893	\$134,296	(\$52,459)	(\$11,541)	3.28%
Totals	\$18,710,246	\$374,205	\$561,307	\$233,770	\$8,335	\$398,502	\$640,607	(\$266,402)	(\$79,300)	3.42%

## Certified Administrator Market Analysis for 2018/19 Compensation

CERTIFIED POSITION			<u>District Comparables</u>
<b>Assistant Principal - High School (210 Days)</b>	High	\$92,133	Baraboo Sch Dist
	Low	\$66,231	Beaver Dam Sch Dist
	Average	\$79,397	De Forest Area Sch Dist
	Median	\$78,046	Delavan-Darien Sch Dist
<b>Assistant Principal - Middle School (210 Days)</b>			Fort Atkinson Sch Dist
	High	\$91,569	Jefferson Sch Dist
	Low	\$65,908	McFarland Sch Dist
	Average	\$74,517	Milton Sch Dist
	Median	\$72,810	Monona Grove Sch Dist
<b>Director of Business Services (260 Days)</b>			Monroe Sch Dist
	High	\$142,413	Oregon Sch Dist
	Low	\$101,000	Portage Community Sch Dist
	Average	\$125,326	Reedsburg Sch Dist
	Median	\$120,258	Sauk Prairie Sch Dist
<b>Director of Instruction (260 Days)</b>			Stoughton Area Sch Dist
	High	\$129,540	Watertown Sch Dist
	Low	\$90,000	Waunakee Community Sch Dist
	Average	\$113,852	Whitewater Sch Dist
	Median	\$113,000	
<b>Director of Pupil Services (260 Days)</b>			
	High	\$127,322	
	Low	\$95,465	
	Average	\$110,262	
	Median	\$107,000	
<b>District Administrator (260 Days)</b>			
	High	\$176,407	
	Low	\$128,628	
	Average	\$148,631	
	Median	\$145,475	
<b>Principal - Elementary (220 Days)</b>			
	High	\$103,371	
	Low	\$72,413	
	Average	\$86,901	
	Median	\$85,606	
<b>Principal - High School (260 Days)</b>			
	High	\$127,271	
	Low	\$103,203	
	Average	\$114,540	
	Median	\$111,791	
<b>Principal - Middle School (260 Days)</b>			
	High	\$126,622	
	Low	\$95,282	
	Average	\$108,554	
	Median	\$105,426	

**CERTIFIED ADMINISTRATORS**

Last Name	First Name	Position	Hire Date	Current Base Salary	Market Analysis			To Median	Market Salary	% Increase	CPI Increase	2018 - 2019						
					High	Low	Median					New Base Salary	% Increase	Longevity Yrs	Long Increment	Longevity Pay	% Above Median	Total Salary
ABBOTT	ROBERT	Middle School Principal	08/11/1997	\$103,473	\$126,622	\$95,282	\$105,426	\$1,953	\$105,426	1.89%	\$2,246	\$107,672	4.06%	21	4	\$6,000	5.69%	\$113,672
BROWN	BEVERLY	District Administrator	06/30/2017	\$139,550	\$176,407	\$128,628	\$145,475	\$5,925	\$145,475	4.25%	\$3,099	\$148,574	6.47%	1	0	\$0	0.00%	\$148,574
DEMERATH	JASON	Director of Business Services	10/23/2008	\$118,250	\$142,413	\$101,000	\$120,258	\$2,008	\$120,258	1.70%	\$2,561	\$122,819	3.86%	9.5	1	\$1,500	1.25%	\$124,319
GEFVERT	BRADLEY	High School Assistant Principal	07/28/2014	\$76,412	\$92,133	\$66,231	\$78,046	\$1,634	\$78,046	2.14%	\$1,662	\$79,708	4.31%	4	0	\$0	0.00%	\$79,708
GEIGER	DAVID	Elementary Principal	07/01/2008	\$86,994	\$103,371	\$72,413	\$85,606	\$0	\$86,994	0.00%	\$1,853	\$88,847	2.13%	10	2	\$3,000	5.13%	\$91,847
HALVORSEN	DANIEL	High School Principal	06/21/2013	\$116,385	\$127,271	\$103,203	\$111,791	\$0	\$116,385	0.00%	\$2,479	\$118,864	2.13%	5	1	\$1,500	5.45%	\$120,364
HOLLENBERGER	LISA	Director of Pupil Services & Special Education	08/24/2010	\$107,123	\$127,322	\$95,465	\$107,000	\$0	\$107,123	0.00%	\$2,282	\$109,405	2.13%	8	1	\$1,500	1.52%	\$110,905
OAKLEY	AMY	Director of Curriculum & Instruction	08/20/1998	\$112,623	\$129,540	\$90,000	\$113,000	\$377	\$113,000	0.33%	\$2,407	\$115,407	2.47%	20	4	\$6,000	5.31%	\$121,407
ROUSSEAU	ADAM	High School Assistant Principal	02/10/2014	\$76,412	\$92,133	\$66,231	\$78,046	\$1,634	\$78,046	2.14%	\$1,662	\$79,708	4.31%	4	0	\$0	0.00%	\$79,708
SCHEUERELL	LEIGH	Elementary Principal	08/17/2000	\$86,992	\$103,371	\$72,413	\$85,606	\$0	\$86,992	0.00%	\$1,853	\$88,845	2.13%	18	3	\$4,500	6.88%	\$93,345
TORRENGA	BRENT	Elementary Principal	08/02/2004	\$89,015	\$103,371	\$72,413	\$85,606	\$0	\$89,015	0.00%	\$1,896	\$90,911	2.13%	14	2	\$3,000	7.49%	\$93,911
WALDEN	JENNIFER	Elementary Principal	07/01/2014	\$86,990	\$103,371	\$72,413	\$85,606	\$0	\$86,990	0.00%	\$1,853	\$88,843	2.13%	4	0	\$0	1.62%	\$88,843
WOLF	MATTHEW	Middle School Assistant Principal	08/01/2016	\$75,845	\$91,569	\$65,908	\$72,810	\$0	\$75,845	0.00%	\$1,615	\$77,460	2.13%	2	0	\$0	4.17%	\$77,460
<b>TOTALS</b>				<b>\$1,276,064</b>				<b>\$13,531</b>	<b>\$1,289,595</b>	<b>1.06%</b>	<b>\$27,468</b>	<b>\$1,317,063</b>	<b>3.21%</b>			<b>\$27,000</b>		<b>\$1,344,063</b>

\*Designates Employees Currently on Plan of Improvement

Note: Two-Year Clause has **NOT** been applied

Greater than 7.5% above individual median - Longevity limited

**Non-Certified Administrator Market Analysis for 2018/19 Compensation**

<b>POSITION</b>		<b>District Comparables</b>
<b>Director of Student Nutrition (220 Days)</b>		Baraboo Sch Dist
	High	\$77,903
	Low	\$43,849
	Average	\$54,789
	Median	\$53,013
<b>Director of Buildings &amp; Grounds (260 Days)</b>		Beaver Dam Sch Dist
	High	\$109,000
	Low	\$52,335
	Average	\$79,573
	Median	\$77,687
<b>Athletic Director (0.5 FTE)</b>		De Forest Area Sch Dist
	High	\$51,765
	Low	\$32,500
	Average	\$44,062
	Median	\$44,531
<b>Human Resources Coordinator (260 Days)</b>		Delavan-Darien Sch Dist
	High	\$76,000
	Low	\$54,500
	Average	\$63,231
	Median	\$60,727
<b>Director of Technology (260 Days)</b>		Fort Atkinson Sch Dist
	High	\$110,000
	Low	\$70,271
	Average	\$93,101
	Median	\$90,200

**NON-CERTIFIED ADMINISTRATORS**

Last Name	First Name	Position	Hire Date	Current Base Salary	Market Analysis			To Median	Market Salary	% Increase	CPI Increase	2018 - 2019						
					High	Low	Median					New Base Salary	% Increase	Longevity Yrs	Long Increment	Longevity Pay	% Above Median	Total Salary
DEMBSKI	TOM	Director of Student Nutrition	07/27/2016	\$52,782	\$77,903	\$43,849	\$53,013	\$231	\$53,013	0.44%	\$1,129	\$54,142	2.58%	2	0	\$0	0.00%	\$54,142
KULCZEWSKI	THOMAS	Director of Buildings & Grounds	08/25/2014	\$78,319	\$109,000	\$52,335	\$77,687	\$0	\$78,319	0.00%	\$1,668	\$79,987	2.13%	4	0	\$0	0.81%	\$79,987
MAHONEY	STEVEN	Athletic Director	07/01/2016	\$44,606	\$51,765	\$32,500	\$44,531	\$0	\$44,606	0.00%	\$950	\$45,556	2.13%	2	0	\$0	0.17%	\$45,556
MILLER	DAVID	Human Resources Coordinator	07/06/2017	\$76,000	\$76,000	\$54,500	\$60,727	\$0	\$76,000	0.00%	\$1,619	\$77,619	2.13%	1	0	\$0	25.15%	\$77,619
SCULLIN	DANIEL	Director of Technology	07/31/2015	\$89,407	\$110,000	\$70,271	\$90,200	\$793	\$90,200	0.89%	\$1,921	\$92,121	3.04%	3	0	\$0	0.00%	\$92,121
<b>TOTALS</b>				<b>\$341,114</b>				<b>\$1,024</b>	<b>\$342,138</b>	<b>0.30%</b>	<b>\$7,287</b>	<b>\$349,425</b>	<b>2.44%</b>			<b>\$0</b>		<b>\$349,425</b>

\*Designates Employees Currently on Plan of Improvement

Note: Two-Year Clause has **NOT** been applied

Greater than 7.5% above individual median - No additional longevity awarded

2018-19 Compensation Market Analysis - Certified Staff

PRIMARY CATEGORY	SCALE	LONGEVITY (1.5% PER BAND)												LONGEVITY (1.5% PER BAND)			
		0-4yearsNoMA	0-4yearsMA	5-9yearsNoMA	5-9yearsMA	10-14yearsNoMA	10-14yearsMA	15-19yearsNoMA	15-19yearsMA	20-24yearsNoMA	20-24yearsMA	25-29yearsNoMA	25-29yearsMA	30-34yearsNOMA	30-34yearsMA	35-39yearsNOMA	35-39yearsMA
GenEd-Elementary	High	\$54,300	\$69,014	\$55,373	\$68,817	\$63,601	\$70,132	\$71,526	\$68,817	\$78,836	\$78,836	\$71,651	\$79,105	Average Median	\$61,251	\$67,378	\$2,000
	Low	\$37,000	\$40,500	\$37,775	\$41,000	\$39,000	\$43,720	\$44,250	\$38,000	\$48,604	\$56,000	\$53,500	\$51,826				
	Average	\$42,289	\$49,096	\$44,535	\$51,008	\$48,787	\$53,736	\$55,003	\$59,352	\$60,319	\$64,953	\$62,039	\$68,012				
	Median	\$41,063	\$47,890	\$44,213	\$49,500	\$48,650	\$52,389	\$53,441	\$60,011	\$59,040	\$63,819	\$61,033	\$67,260				
GenEd-Elementary	High	\$55,200	\$57,741	\$54,725	\$68,817	\$69,601	\$65,751	\$71,526	\$78,836	\$78,836	\$72,290	\$73,089	\$78,836	Max Longevity	\$4,500	\$5,000	
	Low	\$36,734	\$41,167	\$37,775	\$40,275	\$41,565	\$44,865	\$44,000	\$45,049	\$48,604	\$53,840	\$53,610	\$55,500				
	Average	\$40,791	\$49,031	\$43,426	\$49,877	\$47,947	\$52,573	\$53,708	\$58,611	\$60,180	\$63,590	\$60,171	\$67,451				
	Median	\$40,000	\$49,198	\$43,150	\$49,300	\$46,500	\$51,839	\$53,000	\$58,500	\$58,900	\$64,000	\$58,900	\$67,300				
GenEd-Secondary	High	\$47,655	\$68,100	\$54,500	\$65,000	\$63,951	\$65,551	\$69,601	\$69,975	\$78,836	\$78,836	\$73,751	\$78,836				
	Low	\$36,734	\$37,913	\$36,734	\$39,641	\$40,738	\$44,865	\$44,289	\$49,389	\$49,000	\$56,200	\$57,128	\$45,882				
	Average	\$40,810	\$48,871	\$43,781	\$48,850	\$49,581	\$54,009	\$55,667	\$59,251	\$59,480	\$65,962	\$62,848	\$67,046				
	Median	\$40,300	\$46,050	\$44,000	\$47,400	\$48,496	\$53,500	\$55,389	\$58,984	\$57,750	\$66,267	\$60,022	\$67,100				
SpecialEducation	High	\$51,479	\$59,183	\$50,900	\$59,500	\$62,051	\$71,526	\$62,057	\$71,526	\$67,401	\$72,438	\$67,401	\$72,826				
	Low	\$33,237	\$39,300	\$36,734	\$40,248	\$43,900	\$48,760	\$48,263	\$48,506	\$52,218	\$55,602	\$55,684	\$59,290				
	Average	\$40,673	\$46,932	\$44,057	\$48,788	\$50,689	\$55,099	\$54,930	\$58,496	\$59,860	\$64,207	\$60,690	\$66,328				
	Median	\$40,000	\$45,193	\$43,599	\$47,589	\$50,000	\$54,130	\$54,760	\$58,247	\$59,268	\$64,800	\$58,900	\$66,876				
Specialists	High	\$54,250	\$70,000	\$58,615	\$65,000	\$59,889	\$76,222	\$70,781	\$73,024	\$63,632	\$78,836	\$73,678	\$78,836				
	Low	\$37,966	\$40,000	\$41,053	\$41,000	\$40,000	\$44,865	\$46,366	\$45,279	\$46,000	\$49,547	\$61,608	\$53,403				
	Average	\$44,510	\$49,345	\$46,775	\$50,423	\$49,678	\$56,687	\$56,168	\$60,584	\$57,152	\$65,702	\$67,293	\$68,970				
	Median	\$44,550	\$45,890	\$45,560	\$49,413	\$49,162	\$55,591	\$55,389	\$60,900	\$59,117	\$66,113	\$67,401	\$68,353				

District Comparables	Categories
Baraboo Sch Dist	GenEd-Elementary
De Forest Area Sch Dist	Adaptive Physical Education
Fort Atkinson Sch Dist	Agriculture
Jefferson Sch Dist	Art
Milton Sch Dist	Business & Office - Vocational
Monona Grove Sch Dist	Business Education
Monroe Sch Dist	Career Education
Mount Horeb Area Sch Dist	Computer Literacy
Oregon Sch Dist	Computer Science
Portage Community Sch Dist	Family and Consumer Education
Reedsburg Sch Dist	French
Sauk Prairie Sch Dist	German
Stoughton Area Sch Dist	Health
Watertown Sch Dist	Keyboarding
Waunakee Community Sch Dist	Marketing Education - Vocational
Whitewater Sch Dist	Music Teacher (Choral)
	Music Teacher (General)
	Music Teacher (Instrumental)
	Physical Education
	Spanish
	Technology Education
	Technology Occupations/Construction
	GenEd-Elementary
	Elementary
	GenEd-Secondary
	Specialists
	SpecialEducation

Note: We do not have every position in each category, however they exist in other districts and should be considered part of the comparable pool.









**CERTIFIED STAFF**

Last Name	First Name	Position Code	Primary Category	FTE	Total Yrs Exp	Degree	Band	Current Salary	Extra Days	2018-19 Market Analysis					2018-19 CPI Increase (2.13%)				2018-19 Longevity		Final Salary				
										High	Low	Median	Market Salary	\$ Increase	% Increase	CPI Increase	New Salary	\$ Increase	% Increase	Longevity	% Over Median	Final Salary	\$ Increase	% Increase	
SZABO	ANGELA	Art	GenEd-Elective	1.000	14.0	NoMA	10-14yearsNoMA	\$49,779		\$63,601	\$39,000	\$48,650	\$49,779	\$0	0.00%	\$1,060	\$50,839	\$1,060	2.13%			\$50,839	\$1,060	2.13%	
TAMBLYN	AMANDA	ELEMENTARY	GenEd-Elementary	1.000	14.5	MA	10-14yearsMA	\$54,963		\$65,751	\$44,865	\$51,839	\$54,963	\$0	0.00%	\$1,171	\$66,134	\$1,171	2.13%			\$66,134	\$1,171	2.13%	
TATE	JESSICA	Family And Consumer Ed (FCE)	GenEd-Elective	1.000	10.0	MA	10-14yearsMA	\$50,124		\$70,132	\$43,720	\$52,389	\$52,389	\$2,265	4.52%	\$1,116	\$53,505	\$3,381	6.75%			\$53,505	\$3,381	6.75%	
TEMPERLY	JEAN	Guidance Counselor	Specialists	1.000	26.0	MA	25-29yearsMA	\$68,517		\$78,836	\$53,403	\$68,353	\$68,517	\$0	0.00%	\$1,459	\$69,976	\$1,459	2.13%			\$69,976	\$1,459	2.13%	
TEMPERLY	JEAN	Guidance Counselor	Specialists	0.016	26.0	MA	25-29yearsMA	\$1,099	3	\$78,836	\$53,403	\$68,353	\$1,099	(\$0)	0.00%	\$23	\$1,122	\$23	2.09%			\$1,122	\$23	2.09%	
TENHOOR	REBECCA	School Occupational Therapy	Specialists	1.000	4.0	MA	0-4yearsMA	\$44,939		\$70,000	\$40,000	\$45,890	\$45,890	\$951	2.12%	\$977	\$46,867	\$1,928	4.29%			\$46,867	\$1,928	4.29%	
THAYER	BRENDA	Social Studies	GenEd-Secondary	1.000	30.0	MA	25-29yearsMA	\$69,137		\$78,836	\$45,882	\$67,100	\$69,137	\$0	0.00%	\$1,473	\$70,610	\$1,473	2.13%	\$1,000	4.53%	\$71,610	\$2,473	3.58%	
THIESS	CAITLYN	ELEMENTARY	GenEd-Elementary	1.000	12.0	MA	10-14yearsMA	\$52,256		\$65,751	\$44,865	\$51,839	\$52,256	\$0	0.00%	\$1,113	\$53,369	\$1,113	2.13%			\$53,369	\$1,113	2.13%	
THOM	NICHOLAS	ELEMENTARY	GenEd-Elementary	1.000	4.0	NoMA	0-4yearsNoMA	\$38,986		\$55,200	\$36,734	\$40,000	\$40,000	\$1,014	2.60%	\$852	\$40,852	\$1,866	4.79%			\$40,852	\$1,866	4.79%	
TINDAL	MARGARET	ELEMENTARY	GenEd-Elementary	1.000	10.0	NoMA	10-14yearsNoMA	\$42,371		\$69,601	\$41,565	\$46,500	\$46,500	\$4,129	9.74%	\$990	\$47,490	\$5,119	12.08%			\$47,490	\$5,119	12.08%	
TOEDTER	SARA	Cross Categorical	SpecialEducation	1.000	13.0	MA	10-14yearsMA	\$60,756		\$71,526	\$48,760	\$54,130	\$60,756	\$0	0.00%	\$1,294	\$62,050	\$1,294	2.13%			\$62,050	\$1,294	2.13%	
TRAUT-EBERT	SARAH	Guidance Counselor	Specialists	1.000	5.0	MA	5-9yearsMA	\$44,609		\$65,000	\$41,000	\$49,413	\$49,413	\$4,804	10.77%	\$1,052	\$50,465	\$5,856	13.13%			\$50,465	\$5,856	13.13%	
TRAUT-EBERT	SARAH	Guidance Counselor	Specialists	0.016	5.0	MA	5-9yearsMA	\$716	3	\$65,000	\$41,000	\$49,413	\$791	\$75	10.55%	\$17	\$808	\$92	12.92%			\$808	\$92	12.92%	
TSAI	EUGENE	Mathematics	GenEd-Secondary	1.000	4.5	MA	0-4yearsMA	\$44,025		\$68,100	\$37,913	\$46,050	\$46,050	\$2,025	4.60%	\$981	\$47,031	\$3,006	6.83%			\$47,031	\$3,006	6.83%	
TWEDT	JOSHUA	ELEMENTARY	GenEd-Elementary	1.000	17.0	MA	15-19yearsMA	\$58,767		\$78,836	\$45,049	\$58,500	\$58,767	\$0	0.00%	\$1,252	\$60,019	\$1,252	2.13%			\$60,019	\$1,252	2.13%	
TWEDT	SONJA	Academic Support - Non Spec Ed	Specialists	1.000	13.0	MA	10-14yearsMA	\$55,309		\$76,222	\$44,865	\$55,591	\$55,591	\$282	0.51%	\$1,184	\$56,775	\$1,466	2.65%			\$56,775	\$1,466	2.65%	
UTPHALL	KATHARINE	Guidance Counselor	Specialists	1.000	10.0	MA	10-14yearsMA	\$47,944		\$76,222	\$44,865	\$55,591	\$55,591	\$7,647	15.95%	\$1,184	\$56,775	\$8,831	18.42%			\$56,775	\$8,831	18.42%	
UTPHALL	KATHARINE	Guidance Counselor	Specialists	0.016	10.0	MA	10-14yearsMA	\$769	3	\$76,222	\$44,865	\$55,591	\$889	\$120	15.60%	\$19	\$908	\$139	18.07%			\$908	\$139	18.07%	
VOGT	BREANN	ELEMENTARY	GenEd-Elementary	1.000	13.0	NoMA	10-14yearsNoMA	\$47,257		\$69,601	\$41,565	\$46,500	\$47,257	\$0	0.00%	\$1,007	\$48,264	\$1,007	2.13%			\$48,264	\$1,007	2.13%	
VOSS	TODD	Physical Education	GenEd-Elective	1.000	24.0	MA	20-24yearsMA	\$67,754		\$78,836	\$56,000	\$63,819	\$67,754	\$0	0.00%	\$1,443	\$69,197	\$1,443	2.13%			\$69,197	\$1,443	2.13%	
WALTER	LUCY	Learning Disabilities	SpecialEducation	1.000	25.5	MA	25-29yearsMA	\$69,137		\$72,826	\$59,290	\$66,876	\$69,137	\$0	0.00%	\$1,473	\$70,610	\$1,473	2.13%			\$70,610	\$1,473	2.13%	
WALTERS	HEATHER	ELEMENTARY	GenEd-Elementary	1.000	3.0	NoMA	0-4yearsNoMA	\$38,986		\$55,200	\$36,734	\$40,000	\$40,000	\$1,014	2.60%	\$852	\$40,852	\$1,866	4.79%			\$40,852	\$1,866	4.79%	
WARREN	LORI	Spanish	GenEd-Elective	1.000	25.0	MA	25-29yearsMA	\$69,137		\$79,105	\$51,826	\$67,260	\$69,137	\$0	0.00%	\$1,473	\$70,610	\$1,473	2.13%			\$70,610	\$1,473	2.13%	
WEGNER	HEIDI	ELEMENTARY	GenEd-Elementary	1.000	28.0	MA	25-29yearsMA	\$67,719		\$78,836	\$55,500	\$67,300	\$67,719	\$0	0.00%	\$1,442	\$69,161	\$1,442	2.13%			\$69,161	\$1,442	2.13%	
WESTBY	CHARLES	Physics	GenEd-Secondary	1.000	30.0	MA	25-29yearsMA	\$67,779		\$78,836	\$45,882	\$67,100	\$67,779	\$0	0.00%	\$1,444	\$69,223	\$1,444	2.13%	\$1,000	2.50%	\$70,223	\$2,444	3.61%	
WESTBY	KIM	Library Media Specialist	Specialists	1.000	21.0	MA	20-24yearsMA	\$65,393		\$78,836	\$49,547	\$66,113	\$66,113	\$720	1.10%	\$1,408	\$67,521	\$2,128	3.25%			\$67,521	\$2,128	3.25%	
WESTBY	KIM	Library Media Specialist	Specialists	0.016	21.0	MA	20-24yearsMA	\$1,049	3	\$78,836	\$49,547	\$66,113	\$1,058	\$9	0.87%	\$23	\$1,081	\$32	3.06%			\$1,081	\$32	3.06%	
WESTCOTT	JULIE	ELEMENTARY	GenEd-Elementary	1.000	14.0	MA	10-14yearsMA	\$53,986		\$65,751	\$44,865	\$51,839	\$53,986	\$0	0.00%	\$1,150	\$55,136	\$1,150	2.13%			\$55,136	\$1,150	2.13%	
WEYERBUSCH-BOTTUM	SABINE	Chemistry	GenEd-Secondary	1.000	22.5	MA	20-24yearsMA	\$66,375		\$78,836	\$56,200	\$66,267	\$66,375	\$0	0.00%	\$1,414	\$67,789	\$1,414	2.13%			\$67,789	\$1,414	2.13%	
WIESMANN*	BARBARA	Cognitive Disability	SpecialEducation	1.000	28.0	NoMA	25-29yearsNoMA	\$59,457		\$67,401	\$55,684	\$58,900	\$59,457	\$0	0.00%	\$0	\$59,457	\$0	0.00%			\$59,457	\$0	0.00%	
WILSON	CATHERINE	English As A Second Language	Specialists	1.000	2.0	NoMA	0-4yearsNoMA	\$40,010		\$54,250	\$37,966	\$44,550	\$44,550	\$4,540	11.35%	\$949	\$45,499	\$5,489	13.72%			\$45,499	\$5,489	13.72%	
WIXOM	KATHERINE	ELEMENTARY	GenEd-Elementary	1.000	26.0	MA	25-29yearsMA	\$69,137		\$78,836	\$55,500	\$67,300	\$69,137	\$0	0.00%	\$1,473	\$70,610	\$1,473	2.13%			\$70,610	\$1,473	2.13%	
YODER	JAYSEN	History	GenEd-Secondary	1.000	17.0	NoMA	15-19yearsNoMA	\$54,572		\$69,601	\$44,289	\$55,389	\$55,389	\$817	1.50%	\$1,180	\$56,569	\$1,997	3.66%			\$56,569	\$1,997	3.66%	
YOUNG	BETH	ELEMENTARY	GenEd-Elementary	1.000	22.0	MA	20-24yearsMA	\$64,989		\$72,290	\$53,840	\$64,000	\$64,989	\$0	0.00%	\$1,384	\$66,373	\$1,384	2.13%			\$66,373	\$1,384	2.13%	
ZARNOWSKI	EMILY	English	GenEd-Secondary	1.000	5.0	NoMA	5-9yearsNoMA	\$39,399		\$54,500	\$36,734	\$44,000	\$44,000	\$4,601	11.68%	\$937	\$44,937	\$5,538	14.06%			\$44,937	\$5,538	14.06%	
ZORN	AARON	Mathematics	GenEd-Secondary	1.000	13.0	MA	10-14yearsMA	\$54,681		\$65,551	\$44,865	\$53,500	\$54,681	\$0	0.00%	\$1,165	\$55,846	\$1,165	2.13%			\$55,846	\$1,165	2.13%	
ZUNIGA	JESSICA	Art	GenEd-Elective	1.000	9.0	NoMA	5-9yearsNoMA	\$43,318		\$55,373	\$37,775	\$44,213	\$44,213	\$895	2.07%	\$942	\$45,155	\$1,837	4.24%			\$45,155	\$1,837	4.24%	
							<b>TOTALS</b>	<b>\$12,972,030</b>						<b>\$13,143,677</b>	<b>\$171,647</b>	<b>1.32%</b>	<b>\$277,854</b>	<b>\$13,421,531</b>	<b>\$449,501</b>	<b>3.47%</b>	<b>\$9,700</b>		<b>\$13,431,231</b>	<b>\$459,201</b>	<b>3.54%</b>

\*Designates Employees Currently on Plan of Improvement

Note: Two-Year Clause has NOT been applied

Greater than 7.5% above individual median - Longevity Limited



2018-19 Support Staff Compensation Market Analysis

Position	High	Low	Median
<b>ADMINISTRATIVE ASSISTANTS</b>			
<b>ADMINISTRATIVE ASSISTANT I</b> <i>(Formerly SECRETARY II)</i> <i>(Formerly SEC/TECH/AIDE II)</i>	\$22.72	\$13.00	\$17.00
<b>ADMINISTRATIVE ASSISTANT II</b> <i>(Formerly SECRETARY II)</i> <i>(Formerly SEC/TECH/AIDE II)</i> <i>(Formerly SECRETARY III)</i>	\$25.63	\$14.00	\$18.56
<b>ADMINISTRATIVE ASSISTANT III</b> <i>Board/Superintendent Administrative Assistant</i>	\$31.25	\$20.64	\$25.19
<b>SUPPORT SPECIALISTS</b>			
<b>SPECIALIST I</b> <i>(Formerly SECRETARY III)</i> <i>(Formerly SECRETARY II)</i>	\$20.61	\$13.00	\$16.60
<b>SPECIALIST II</b> <i>HR Assistant/Specialist</i> <i>Information Support Specialist</i>	\$27.63	\$21.41	\$22.85
<b>SPECIALIST III</b> <i>Payroll and Benefits Specialist</i> <i>Financial Specialist</i>	\$31.22	\$20.10	\$24.57
<b>SPECIALIST IV</b> <i>Data Coordinator</i>	\$31.21	\$20.32	\$25.24
<b>SPECIALIST V</b> <i>Network Systems Administrator</i>	\$36.06	\$19.02	\$28.17
<b>FOOD AND NUTRITION SERVICES</b>			
<b>FOOD AND NUTRITION SERVICES I</b> <i>Cook Helper</i>	\$19.42	\$9.50	\$13.98
<b>FOOD AND NUTRITION SERVICES II</b> <i>Cook</i>	\$19.42	\$9.50	\$14.71
<b>FOOD AND NUTRITION SERVICES III</b>	\$31.46	\$10.98	\$16.75
<b>BUILDINGS AND GROUNDS</b>			
<b>BUILDINGS AND GROUNDS I</b> <i>Custodian I</i> <i>Delivery Driver</i>	\$20.61	\$11.11	\$15.14
<b>BUILDINGS AND GROUNDS II</b> <i>Custodian II</i> <i>Head Elementary Custodian</i>	\$26.50	\$13.61	\$17.77
<b>BUILDINGS AND GROUNDS III</b> <i>Head Custodian - HS</i> <i>Head Custodian - MS</i>	\$26.50	\$13.93	\$18.95
<b>BUILDINGS AND GROUNDS IV</b> <i>Maintenance</i> <i>Operations/Grounds</i>	\$32.71	\$14.99	\$21.01
<b>INSTRUCTIONAL SUPPORT</b>			
<b>AIDE - TEACHERS/LEARNING</b> <i>(Formerly CLERK/TYPIST/AIDE I)</i> <i>(Formerly SEC/TECH/AIDE II)</i>	\$19.60	\$11.21	\$15.08
<b>AIDE - SPECIAL EDUCATION</b> <i>(Formerly SEC/TECH/AIDE II)</i> <i>(Formerly CLERK/TYPIST/AIDE I)</i>	\$20.61	\$11.42	\$15.27
<b>PARAPROFESSIONAL</b> <i>Paraprofessional</i>	\$17.42	\$11.08	\$13.62

**Comparables**

Cambridge School District  
 City of Fort Atkinson  
 City of Jefferson  
 East Troy School District  
 Edgerton School District  
 Elkhorn School District  
 Fort Atkinson School District  
 Jefferson County  
 Jefferson School District  
 Johnson Creek School District  
 Lake Mills School District  
 McFarland School District  
 Milton School District  
 Oconomowoc School District  
 Rock County  
 Stoughton School District  
 Whitewater School District

**\* Note: Not all comparables were used for all classifications as not all comparables had all classifications in their organization.**

Longevity Years	Amount
0	\$0.00
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
5	\$0.25
6	\$0.25
7	\$0.25
8	\$0.25
9	\$0.25
10	\$0.50
11	\$0.50
12	\$0.50
13	\$0.50
14	\$0.50
15	\$0.75
16	\$0.75
17	\$0.75
18	\$0.75
19	\$0.75
20	\$1.00
21	\$1.00
22	\$1.00
23	\$1.00
24	\$1.00
25	\$1.25
26	\$1.25
27	\$1.25
28	\$1.25
29	\$1.25
30	\$1.25
31	\$1.25
32	\$1.25
33	\$1.25
34	\$1.25
35	\$1.25
36	\$1.25
37	\$1.25
38	\$1.25

*Note: Longevity is capped at 7.5% above the individual's median, as it is with all employee classifications.*









**SUPPORT STAFF**

Name	Classification	Current Hourly Rate	Current Cert Pay	Current Longevity	Current Base Hourly Rate	Market Analysis			2018 - 2019																	
						High	Low	Median	To Median	New Rate	Annual	CPI Inc	New Rate	Annual	Long. Yrs	Long. Lookup	Long. Pay	% Over Median	Annual	Long. Carryover	Annual	Cert Pay	Total Rate	Annual Total	Annual Inc	% Total Inc
WENHARDT, TIFFANY EM	Aide - Teachers/Learning	\$14.58		\$0.00	\$14.58	\$19.60	\$11.21	\$15.08	\$0.49	\$15.08	\$12,237	\$0.32	\$15.40	\$12,497	0.5	\$0.00	\$0.00	0.00%	\$0	\$0.00	\$0	\$0.00	\$15.40	\$12,497	\$662	5.59%
WIESE, ALEXA M	Specialist IV	\$24.30		\$0.00	\$24.30	\$31.21	\$20.32	\$25.24	\$0.94	\$25.24	\$49,407	\$0.54	\$25.78	\$50,464	5.0	\$0.25	\$0.25	0.99%	\$489	\$0.00	\$489	\$0.00	\$26.03	\$50,954	\$3,386	7.12%
WILSON, BETSY M	Paraprofessional	\$13.21		\$0.00	\$13.21	\$17.42	\$11.08	\$13.62	\$0.41	\$13.62	\$5,148	\$0.29	\$13.91	\$5,258	1.5	\$0.00	\$0.00	0.00%	\$0	\$0.00	\$0	\$0.00	\$13.91	\$5,258	\$265	5.30%
ZIMDARS, DELANIE R	Aide - Teachers/Learning	\$15.51		\$0.75	\$14.76	\$19.60	\$11.21	\$15.08	\$0.32	\$15.08	\$22,952	\$0.32	\$15.40	\$23,439	17.5	\$0.75	\$0.75	4.98%	\$1,142	\$0.00	\$1,142	\$0.00	\$16.15	\$24,581	\$967	4.09%
<b>TOTALS</b>														<b>\$4,081,737</b>										<b>\$4,226,134</b>	<b>\$134,296</b>	<b>3.28%</b>

\*Designates employee on plan of improvement

Note: Two-Year Clause has **NOT** been applied

7.5% Longevity Cap Applied

Greater than 7.5% above individual median - No additional longevity awarded

**Special Notes:**

James Athas - Last year's longevity calculation included teaching years of service. Should have only been 3 as support staff due to separation in service from the District. Will not decrease rate from last year.

Rhonda Klingman - Was misclassified in the calculation last year at higher classification. Should only be receiving \$14.95 for 2018-19, but will not decrease rate from last year.