

# ALL HOURLY BASE WAGE DETERMINATION

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EFFECTIVE DATE JULY 1<sup>ST</sup>, 2023



# HISTORICALLY, HOW HAS THE DISTRICT DETERMINED THE BASE WAGE INCREASE?

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- In the past – Applied WERC CPI-U% to “Current Positions”
- Some years – The District did more than WERC CPI-U%

22-23

- 4.7% CPI-U July 1, 2022

21-22

- 1.23% CPI-U July 1, 2021 due to the uncertain revenue caused by COVID-19
- \$1.00/ per hour increase for all employees January 2022

20-21

- 1.81% CPI-U July 1, 2020 due to the uncertain revenue caused by COVID-19

# HOW IS THE BASE WAGE INCREASE CALCULATED?

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Current regular positions as of January 1st are included in the total wages calculation

The total wages for all hourly positions is multiplied by a 4% board approved increase

The total dollar amount is divided by the total number of hours to determine a per hour increase

Excludes: extra time, overtime, extra duties, limited term positions and vacant positions.

## HOW DID THE DISTRICT DETERMINE THE BASE WAGE INCREASE FOR 2023-2024?

The total wages for all hourly positions is multiplied by a 4% board approved increase.

The resulting amount to be distributed as a wage increase for all hourly employees is \$0.80/hour.

Total All Hourly Base Wage (2022-2023)	\$7,394,287
<i>07/01/2023 WERC CPI-U</i>	<i>8.0%</i>
07/01/2023 Board Approved % Increase to Base	4.0%
Base Wage Increase 2023-2024	\$295,771

# HOW DID THE DISTRICT DISTRIBUTE THE BASE WAGE AND COMPARABILITY INCREASES FOR 2023-2024?

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## HOW DID THE DISTRICT DETERMINE THE BASE WAGE INCREASE FOR 2023-24?

INCREASE BREAKDOWN	
Increase of \$0.80/hr for All Hourly Staff	\$295,771
+	+
Longevity Increases	\$16,163
+	+
Comparability Increases	\$3,536
=	=
<b>Total Base Wage Increase for 23-24</b>	<b>\$315,470</b>

**SCHOOL DISTRICT OF HOLMEN**  
**2022-23 WAGE SCHEDULE (Following changes in Base Wage Rate)**  
**Non-Exempt (Hourly) Employees**

Step Placement (Awarded Annual on July 1)	Wage Rate for Employees in these Classifications with Continuous Employment Starting On or Before 6/30/12					Wage Rate for Employees in these Classifications with Continuous Employment Starting After 6/30/12					Executive Assistant \$	Nutrition Services				Drivers			CUST MAINT TECH						
	Office Prof		Educational Asst			Office Prof		Educational Asst				Cook \$	Drivers			CUST MAINT TECH									
	Administrative Assistants \$	Business, Benefits & Payroll Specialist \$	Ed Asst \$	EEN, Health, & LMC Ed Asst \$	Trans Ed Asst \$	Administrative Assistants \$	Business, Benefits & Payroll Specialist \$	Ed Asst \$	EEN, Health, & LMC Ed Asst \$	COTA \$			Hrg Impr Ed Asst \$	Trans Ed Asst \$	Cook \$	Cook Step 4 graduate \$	Team Leader I \$	Kitchen Manager \$	Bus Driver (CDL) \$	Van Driver (Non-CDL) \$	Extra Trips & Non-Driving \$	Custodian \$	Head Custodian \$	Help Desk and Systems Support \$	Maintenance \$
22-23 Increase in Base Rates	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.00	\$0.86	\$0.86	\$0.00	\$0.86	\$0.86	\$0.86	\$1.46	\$1.86	
0	\$20.16	\$23.80	\$17.82	\$18.19	\$19.19	\$20.18	\$23.60	\$17.82	\$18.19	\$24.98	\$32.86	\$19.19	\$26.63	\$17.46	\$17.02	\$19.61	\$24.00	\$24.23	\$18.79	\$14.46	\$19.47	\$21.07	\$25.65	\$21.32	\$23.94
1	\$20.16	\$23.80	\$17.82	\$18.19	\$19.19	\$20.18	\$23.60	\$17.82	\$18.19	\$24.98	\$32.86	\$19.19	\$26.63	\$17.46	\$17.02	\$19.61	\$24.00	\$24.23	\$18.79	\$14.46	\$19.47	\$21.07	\$25.65	\$21.32	\$23.94
2	\$20.18	\$23.90	\$17.82	\$18.19	\$19.19	\$20.18	\$23.60	\$17.82	\$18.19	\$24.98	\$32.86	\$19.19	\$26.63	\$17.46	\$17.43	\$19.61	\$24.00	\$24.23	\$18.79	\$14.46	\$19.47	\$21.07	\$25.65	\$21.32	\$23.94
3	\$20.18	\$23.90	\$17.82	\$18.19	\$19.19	\$20.18	\$23.60	\$17.82	\$18.19	\$24.98	\$32.86	\$19.19	\$26.63	\$17.46	\$17.43	\$19.61	\$24.00	\$24.23	\$18.79	\$14.46	\$19.47	\$21.07	\$25.65	\$21.32	\$23.94
4	\$20.18	\$23.90	\$17.82	\$18.19	\$19.19	\$20.18	\$23.60	\$17.82	\$18.19	\$24.98	\$32.86	\$19.19	\$26.63	\$17.46	\$17.43	\$19.61	\$24.00	\$24.23	\$18.79	\$14.46	\$19.47	\$21.07	\$25.65	\$21.32	\$23.94
5	\$20.18	\$23.90	\$17.82	\$18.19	\$19.19	\$20.78	\$24.30	\$18.35	\$18.73	\$25.72	\$33.84	\$19.76	\$27.42	\$17.98	\$18.98	\$20.19	\$24.72	\$24.95	\$19.35	\$14.86	\$20.05	\$21.70	\$26.41	\$21.95	\$24.65
6	\$20.96	\$24.54	\$18.53	\$18.91	\$19.95	\$20.78	\$24.30	\$18.35	\$18.73	\$25.72	\$33.84	\$19.76	\$27.42	\$17.98	\$18.98	\$20.19	\$24.72	\$24.95	\$19.35	\$14.86	\$20.05	\$21.70	\$26.41	\$21.95	\$24.65
7	\$20.96	\$24.54	\$18.53	\$18.91	\$19.95	\$20.78	\$24.30	\$18.35	\$18.73	\$25.72	\$33.84	\$19.76	\$27.42	\$17.98	\$18.98	\$20.19	\$24.72	\$24.95	\$19.35	\$14.86	\$20.05	\$21.70	\$26.41	\$21.95	\$24.65
8	\$20.96	\$24.54	\$18.53	\$18.91	\$19.95	\$20.78	\$24.30	\$18.35	\$18.73	\$25.72	\$33.84	\$19.76	\$27.42	\$17.98	\$18.98	\$20.19	\$24.72	\$24.95	\$19.35	\$14.86	\$20.05	\$21.70	\$26.41	\$21.95	\$24.65
9	\$20.98	\$24.54	\$18.53	\$18.91	\$19.95	\$20.98	\$24.54	\$18.53	\$18.91	\$25.97	\$34.17	\$19.95	\$27.69	\$18.15	\$19.16	\$20.39	\$24.96	\$25.19	\$19.54	\$15.00	\$20.24	\$21.91	\$26.67	\$22.17	\$24.89
10	\$21.18	\$24.78	\$18.71	\$19.09	\$20.14	\$20.98	\$24.54	\$18.53	\$18.91	\$25.97	\$34.17	\$19.95	\$27.69	\$18.15	\$19.16	\$20.39	\$24.96	\$25.19	\$19.54	\$15.00	\$20.24	\$21.91	\$26.67	\$22.17	\$24.89
11	\$21.18	\$24.78	\$18.71	\$19.09	\$20.14	\$20.98	\$24.54	\$18.53	\$18.91	\$25.97	\$34.17	\$19.95	\$27.69	\$18.15	\$19.16	\$20.39	\$24.96	\$25.19	\$19.54	\$15.00	\$20.24	\$21.91	\$26.67	\$22.17	\$24.89
12	\$21.18	\$24.78	\$18.71	\$19.09	\$20.14	\$20.98	\$24.54	\$18.53	\$18.91	\$25.97	\$34.17	\$19.95	\$27.69	\$18.15	\$19.16	\$20.39	\$24.96	\$25.19	\$19.54	\$15.00	\$20.24	\$21.91	\$26.67	\$22.17	\$24.89
13	\$21.18	\$24.78	\$18.71	\$19.09	\$20.14	\$21.18	\$24.78	\$18.71	\$19.09	\$26.22	\$34.50	\$20.14	\$27.96	\$18.33	\$19.34	\$20.59	\$25.20	\$25.44	\$19.72	\$15.13	\$20.44	\$22.12	\$26.93	\$22.38	\$25.13
14	\$21.39	\$25.01	\$18.88	\$19.28	\$20.34	\$21.18	\$24.78	\$18.71	\$19.09	\$26.22	\$34.50	\$20.14	\$27.96	\$18.33	\$19.34	\$20.59	\$25.20	\$25.44	\$19.72	\$15.13	\$20.44	\$22.12	\$26.93	\$22.38	\$25.13
15	\$21.39	\$25.01	\$18.88	\$19.28	\$20.34	\$21.18	\$24.78	\$18.71	\$19.09	\$26.22	\$34.50	\$20.14	\$27.96	\$18.33	\$19.34	\$20.59	\$25.20	\$25.44	\$19.72	\$15.13	\$20.44	\$22.12	\$26.93	\$22.38	\$25.13
16	\$21.39	\$25.01	\$18.88	\$19.28	\$20.34	\$21.18	\$24.78	\$18.71	\$19.09	\$26.22	\$34.50	\$20.14	\$27.96	\$18.33	\$19.34	\$20.59	\$25.20	\$25.44	\$19.72	\$15.13	\$20.44	\$22.12	\$26.93	\$22.38	\$25.13
17	\$21.39	\$25.01	\$18.88	\$19.28	\$20.34	\$21.39	\$25.01	\$18.88	\$19.28	\$26.47	\$34.83	\$20.34	\$28.22	\$18.50	\$19.53	\$20.78	\$25.44	\$25.68	\$19.91	\$15.27	\$20.63	\$22.33	\$27.18	\$22.59	\$25.37

Longevity 3% 4% 5% 6%

HHS Nutrition Services Team Leader and HHS Head Custodian have a \$1.00 wage differential.

**SCHOOL DISTRICT OF HOLMEN**  
**2023-24 WAGE SCHEDULE (Following changes in Base Wage Rate)**  
**Non-Exempt (Hourly) Employees**

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	Office Prof		Educational Asst			Office Prof		Educational Asst				Cook \$	Cook Step 4 graduate \$	Team Leader I \$	Kitchen Manager \$	Bus Driver (CDL) \$	Van Driver (Non-CDL) \$	Extra Trips & Non-Driving \$	Custodian \$	Head Custodian \$	Help Desk and Systems Support \$	Maintenance \$	Mechanic \$		
	Administrative Assistants \$	Business, Benefits & Payroll Specialist \$	Ed Asst \$	EEN, Health, & LMC Ed Asst \$	Trans Ed Asst \$	Administrative Assistants \$	Business, Benefits & Payroll Specialist \$	Ed Asst \$	EEN, Health, & LMC Ed Asst \$	COTA \$														Hrg Imprd Ed Asst \$	Trans Ed Asst \$
23-24 Increase in Base Rates	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$1.14	\$0.80		
0	\$20.08	\$24.46	\$18.62	\$18.99	\$19.99	\$20.98	\$24.40	\$18.62	\$18.99	\$25.78	\$33.66	\$19.99	\$27.43	\$18.26	\$17.82	\$20.41	\$24.80	\$25.03	\$19.59	\$15.26	\$20.27	\$21.87	\$26.45	\$22.46	\$24.74
1	\$20.98	\$24.40	\$18.62	\$18.99	\$19.99	\$20.98	\$24.40	\$18.62	\$18.99	\$25.78	\$33.66	\$19.99	\$27.43	\$18.26	\$17.82	\$20.41	\$24.80	\$25.03	\$19.59	\$15.26	\$20.27	\$21.87	\$26.45	\$22.46	\$24.74
2	\$20.98	\$24.40	\$18.62	\$18.99	\$19.99	\$20.98	\$24.40	\$18.62	\$18.99	\$25.78	\$33.66	\$19.99	\$27.43	\$18.26	\$17.82	\$20.41	\$24.80	\$25.03	\$19.59	\$15.26	\$20.27	\$21.87	\$26.45	\$22.46	\$24.74
3	\$20.98	\$24.40	\$18.62	\$18.99	\$19.99	\$20.98	\$24.40	\$18.62	\$18.99	\$25.78	\$33.66	\$19.99	\$27.43	\$18.26	\$17.82	\$20.41	\$24.80	\$25.03	\$19.59	\$15.26	\$20.27	\$21.87	\$26.45	\$22.46	\$24.74
4	\$20.98	\$24.40	\$18.62	\$18.99	\$19.99	\$20.98	\$24.40	\$18.62	\$18.99	\$25.78	\$33.66	\$19.99	\$27.43	\$18.26	\$17.82	\$20.41	\$24.80	\$25.03	\$19.59	\$15.26	\$20.27	\$21.87	\$26.45	\$22.46	\$24.74
5	\$20.98	\$24.40	\$18.62	\$18.99	\$19.99	\$21.61	\$25.13	\$19.18	\$19.56	\$26.55	\$34.67	\$20.59	\$28.25	\$18.81	\$19.80	\$21.02	\$25.54	\$25.78	\$20.18	\$15.72	\$20.88	\$22.53	\$27.24	\$23.13	\$25.48
6	\$21.81	\$25.37	\$19.36	\$19.74	\$20.73	\$21.61	\$25.13	\$19.18	\$19.56	\$26.55	\$34.67	\$20.59	\$28.25	\$18.81	\$19.80	\$21.02	\$25.54	\$25.78	\$20.18	\$15.72	\$20.88	\$22.53	\$27.24	\$23.13	\$25.48
7	\$21.81	\$25.37	\$19.36	\$19.74	\$20.73	\$21.61	\$25.13	\$19.18	\$19.56	\$26.55	\$34.67	\$20.59	\$28.25	\$18.81	\$19.80	\$21.02	\$25.54	\$25.78	\$20.18	\$15.72	\$20.88	\$22.53	\$27.24	\$23.13	\$25.48
8	\$21.81	\$25.37	\$19.36	\$19.74	\$20.73	\$21.61	\$25.13	\$19.18	\$19.56	\$26.55	\$34.67	\$20.59	\$28.25	\$18.81	\$19.80	\$21.02	\$25.54	\$25.78	\$20.18	\$15.72	\$20.88	\$22.53	\$27.24	\$23.13	\$25.48
9	\$22.02	\$25.62	\$19.55	\$19.93	\$20.98	\$21.82	\$25.38	\$19.36	\$19.75	\$26.81	\$35.01	\$20.79	\$28.53	\$18.99	\$19.99	\$21.23	\$25.79	\$26.03	\$20.37	\$15.87	\$21.08	\$22.74	\$27.51	\$23.36	\$25.73
10	\$22.02	\$25.62	\$19.55	\$19.93	\$20.98	\$21.82	\$25.38	\$19.36	\$19.75	\$26.81	\$35.01	\$20.79	\$28.53	\$18.99	\$19.99	\$21.23	\$25.79	\$26.03	\$20.37	\$15.87	\$21.08	\$22.74	\$27.51	\$23.36	\$25.73
11	\$22.02	\$25.62	\$19.55	\$19.93	\$20.98	\$21.82	\$25.38	\$19.36	\$19.75	\$26.81	\$35.01	\$20.79	\$28.53	\$18.99	\$19.99	\$21.23	\$25.79	\$26.03	\$20.37	\$15.87	\$21.08	\$22.74	\$27.51	\$23.36	\$25.73
12	\$22.03	\$25.62	\$19.55	\$19.94	\$20.99	\$21.82	\$25.38	\$19.36	\$19.75	\$26.81	\$35.01	\$20.79	\$28.53	\$18.99	\$19.99	\$21.23	\$25.79	\$26.03	\$20.37	\$15.87	\$21.08	\$22.74	\$27.51	\$23.36	\$25.73
13	\$22.03	\$25.62	\$19.55	\$19.94	\$20.99	\$22.03	\$25.62	\$19.55	\$19.94	\$27.07	\$35.34	\$20.99	\$28.80	\$19.17	\$20.19	\$21.43	\$26.04	\$26.28	\$20.57	\$16.02	\$21.28	\$22.96	\$27.77	\$23.58	\$25.98
14	\$22.24	\$25.86	\$19.74	\$20.13	\$21.19	\$22.03	\$25.62	\$19.55	\$19.94	\$27.07	\$35.34	\$20.99	\$28.80	\$19.17	\$20.19	\$21.43	\$26.04	\$26.28	\$20.57	\$16.02	\$21.28	\$22.96	\$27.77	\$23.58	\$25.98
15	\$22.24	\$25.86	\$19.74	\$20.13	\$21.19	\$22.03	\$25.62	\$19.55	\$19.94	\$27.07	\$35.34	\$20.99	\$28.80	\$19.17	\$20.19	\$21.43	\$26.04	\$26.28	\$20.57	\$16.02	\$21.28	\$22.96	\$27.77	\$23.58	\$25.98
16	\$22.24	\$25.86	\$19.74	\$20.13	\$21.19	\$22.03	\$25.62	\$19.55	\$19.94	\$27.07	\$35.34	\$20.99	\$28.80	\$19.17	\$20.19	\$21.43	\$26.04	\$26.28	\$20.57	\$16.02	\$21.28	\$22.96	\$27.77	\$23.58	\$25.98
17	\$22.24	\$25.86	\$19.74	\$20.13	\$21.19	\$22.24	\$25.86	\$19.74	\$20.13	\$27.33	\$35.68	\$21.19	\$29.08	\$19.36	\$20.38	\$21.63	\$26.29	\$26.53	\$20.77	\$16.18	\$21.49	\$23.18	\$28.04	\$23.81	\$26.22

Longevity 3% 4% 5% 6%

HHS Head Custodian has a \$1.00 wage differential.



# School District of Holmen

## Belong. Serve. Succeed.

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This proposal is dependent upon Board approval on August 14, 2023.

Wage schedule increases will be effective as of July 1, 2023.

Retroactive wages will be paid no later than September 15, 2023 for hours worked since July 1, 2023 that were paid at the 2022-23 rate of pay.

For questions on this presentation, please contact any of the following at 608-526-6610:

Dr. Kristin Mueller, District Administrator x1301

Julie Holman, Executive Director of Finance and Operations x1303

Melissa Kaatz, Director of Human Resources x1319

Krystal Matt, Director of Business Services x1302