
EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION INFORMATION & INPUT SESSION

Wednesday, April 10th 2019
@ 2:00 p.m.
DO Board Room

GROUP MEETING PURPOSE

District Sharing Information



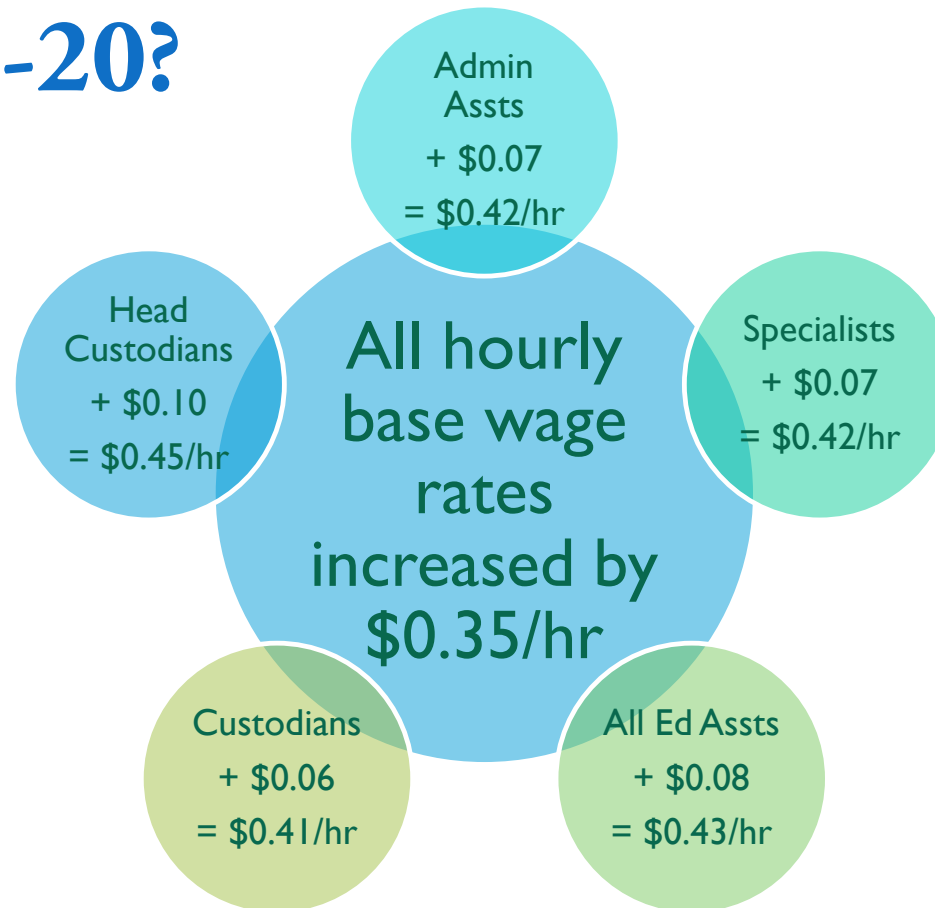
Creating a Common Understanding



Receiving and Preparing Staff to
Provide Informed Input

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How did the District distribute the Base Wage Increase for 2019-20?



GROUP MEETING PURPOSE

District Sharing Information

Creating a Common Understanding

Receiving and Preparing Staff to
Provide Informed Input


EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How did the District go about determining the Base Wage Increase?

2.44 %

- WERC CPI-U for July 1, 2019

**APPLICABLE CPI-U%
AS DETERMINED BY
WI DEPT OF REVENUE**

Beginning date of one-year collective bargaining agreement	Applicable CPI-U as determined by WI Department of Revenue
 July 1, 2019	2.44%
June 1, 2019	2.46%
May 1, 2019	2.46%
April 1, 2019	2.42%
March 1, 2019	2.42%
February 1, 2019	2.36%
January 1, 2019	2.25%
December 1, 2018	2.15%
November 1, 2018	2.07%
October 1, 2018	2.05%
September 1, 2018	2.05%
August 1, 2018	2.09%
July 1, 2018	2.13%

ERC 90.03 Calculation of Maximum Amount Subject to Collective Bargaining. To calculate the maximum dollar amount subject to collective bargaining over base wages for collective bargaining agreements entered into on or after June 29, 2011, do all of the following:

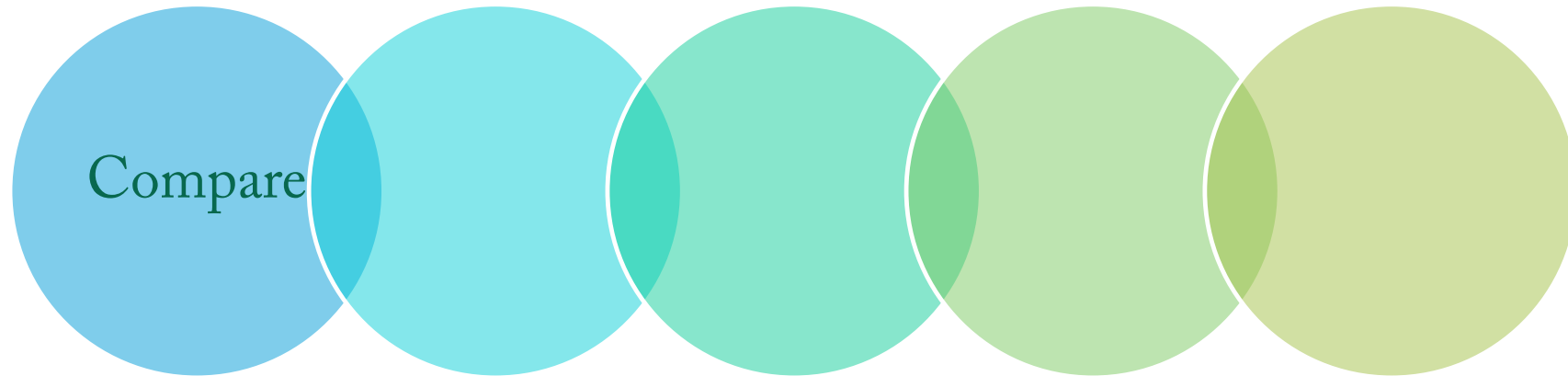
- (1) Identify all of the authorized positions that existed 180 days prior to the expiration date of the most recent collective bargaining agreement. If this is the initial bargaining agreement for this bargaining unit, identify the authorized positions that existed 180 days prior to the last day before the first day of the agreement.
 - (2) Determine the hourly, or annual, if applicable, base wage rate for each authorized position. The hourly, or annual, base wage rate is the hourly or annual rate applicable to the position excluding supplemental compensation which includes but is not limited to, education credits or credentials in pay schedules, overtime, premium pay, lump sum merit pay, performance pay, and extra duty pay.
 - (3) If applicable, multiply the hourly base wage rate by the annual number of regularly scheduled hours for each authorized position.
 - (4) Total the annual base wages for all authorized positions.
 - (5) Multiply the total base wage amount by the applicable consumer price index change.
- The resulting dollar amount is the maximum amount subject to collective bargaining.

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- **How did the District determine the Base Wage Increase for 2019-20?**
 - In the past – Applied CPI-U% to “Current Positions”
 - Some years – the District did more than CPI-U
 - This year – Applying **2.51%** to “Current Positions”
 - “Current Positions” defined by WERC rules

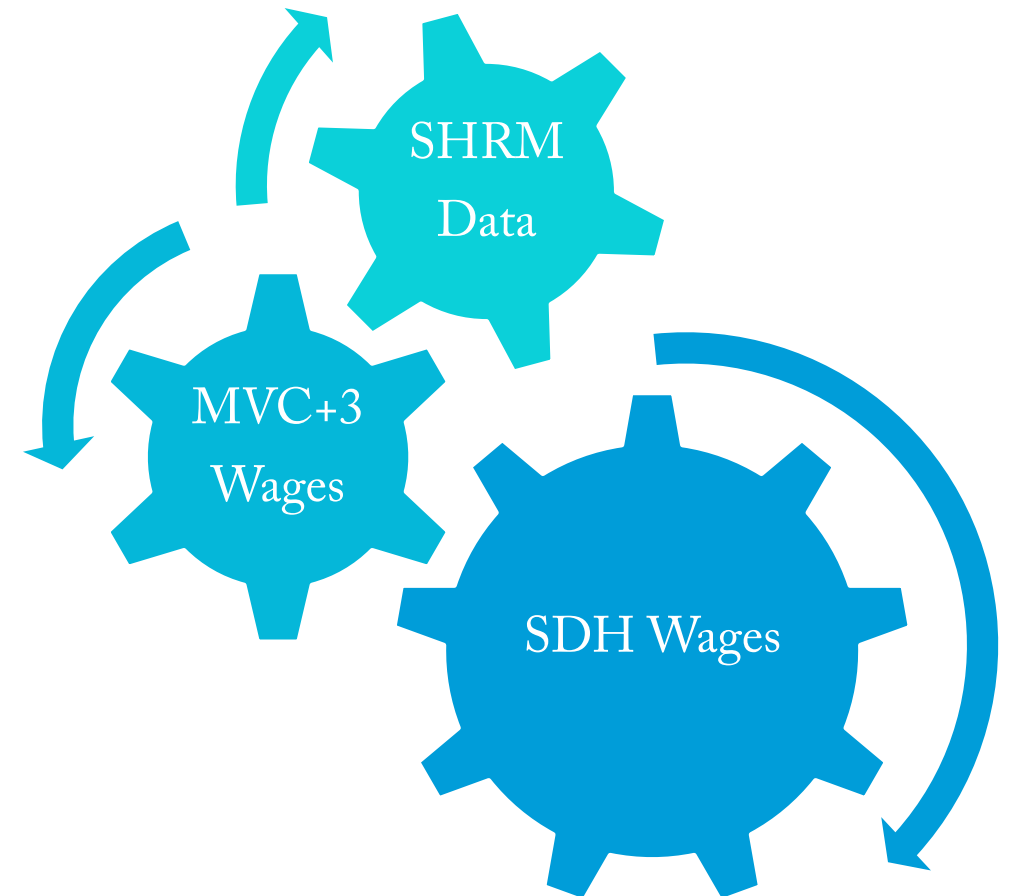
EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



2018-19 Hourly Wage Rate Comparison - MVC+3

Position		Lowest Rate Ranking	Lowest Wage	Highest Rate Ranking	Highest Wage
Job 1		3		4	
Job 2		4		3	
Job 3		4		5	
Job 4		5		6	
Job 5		3		4	
Job 6		1		2	
Job 7		4		6	
Job 8		6		3	
Job 9		1		2	
Job 10		2		2	
Job 11		1		1	
Job 12		5		5	
Job 13		4		6	
Job 14		4		5	
Job 15		4		3	
Job 16		2		1	
Job 17		5		6	
Job 18		1		1	

2018-19 Hourly Wage Rate Comparison - MVC+3

Position		Lowest Rate Ranking	Lowest Wage	Highest Rate Ranking	Highest Wage
Job 1	Cook	3	\$ 14.71	4	\$ 15.59
Job 2	Nutrition Team Leader	4	\$ 16.86	3	\$ 17.87
Job 3	Custodian	4	\$ 16.66	5	\$ 17.66
Job 4	Head Custodian	5	\$ 17.64	6	\$ 18.70
Job 5	Maintenance	3	\$ 17.47	4	\$ 18.52
Job 6	Mechanic ³	1	\$ 19.49	2	\$ 20.66
Job 7	Administrative Assistant	4	\$ 17.36	6	\$ 18.41
Job 8	Specialist	6	\$ 19.54	3	\$ 23.82
Job 9	Bus Driver ¹	1	\$ 21.48	2	\$ 22.77
Job 10	Van Driver ^{1 & 2}	2	\$ 16.04	2	\$ 17.00
Job 11	Non-Driving ¹	1	\$ 13.46	1	\$ 14.27
Job 12	Extra Trips ¹	5	\$ 12.04	5	\$ 12.76
Job 13	Educational Assistant	4	\$ 14.99	6	\$ 15.89
Job 14	Educational Assistant - Special Duties / Assignments	4	\$ 15.20	5	\$ 16.11
Job 15	Executive Assistant	4	\$ 23.88	3	\$ 25.31
Job 16	Help Desk & Systems Support	2	\$ 22.90	1	\$ 24.27
Job 17	Network Operations Specialist	5	\$ 28.85	6	\$ 28.85
Job 18	Software Specialist	1	\$ 26.92	1	\$ 26.92

¹ Five school comparison - Sparta, Onalaska & La Crosse Contracted Service

² Van Drivers are temporary employees receiving no paid leave or insurance benefits

³ Four school comparison - Tomah, West Salem, Mel-Min & Holmen

2019/20 HOURLY RATE EXAMPLE

\$20/hour	\$10/hour	Wage Gap
<u>x 2.44% CPI-U</u>	<u>x 2.44% CPI-U</u>	<u>\$10/hour</u>
\$20.49	\$10.24	\$10.25
<u>Yr 2</u>	<u>Yr 2</u>	
\$20.98	\$10.48	\$10.50
<u>Yr 3</u>	<u>Yr 3</u>	
\$21.47	\$10.72	\$10.75
3 Year Gain	3 Year Gain	
+\$1.47	+\$0.72	\$0.75

2018-19 Hourly Wage Rate Comparison - MVC+3

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SHRM DATA - 2018

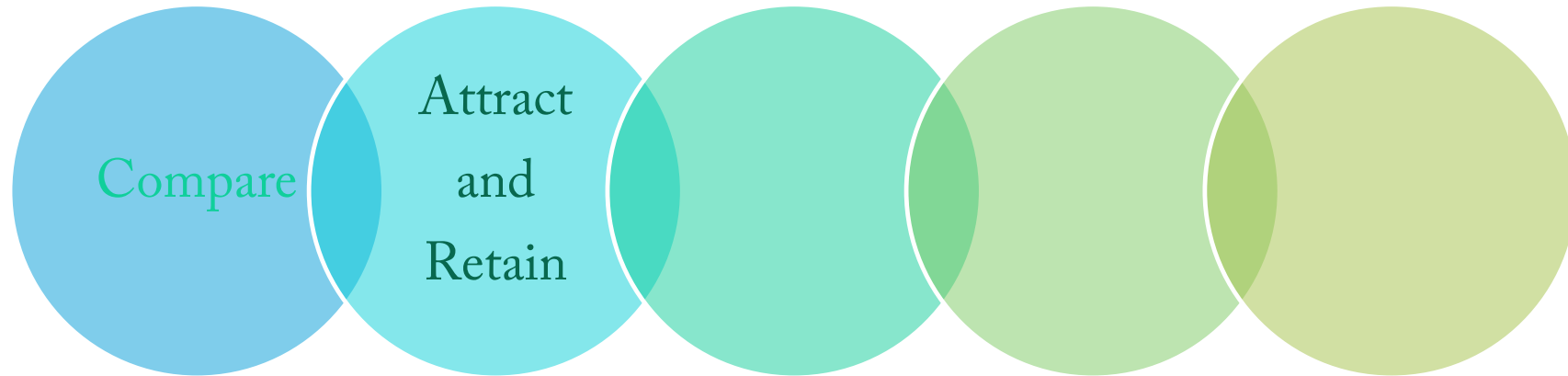
Potential Comparison to the Defined Groups	Job Position and Description	HOLMEN		SHRM	
		Lowest Wage	Average Wage	Lowest Wage	Average Wage
<p>Ed Assistant</p> <p>EEN, Health & LMC</p> <p>Hearing Impaired</p> <p>Transp EA</p>	<p>Nursing – Home Health Aide: Provides personal care services for elderly, disabled, or convalescing persons in their homes (hygiene, mobility, sanitation, household assistance, medication alerts, vital signs, documentation, etc.) 0 Exempt / 36 Non-Exempt</p>	<p>\$14.99 EA</p> <p>\$15.20 EEN, Health & LMC</p> <p>\$22.15 HI</p> <p>\$16.36 Tr EA</p>	<p>\$15.49 EA</p> <p>\$15.60 EEN, Health & LMC</p> <p>\$22.15 HI</p> <p>\$16.76 Tr EA</p>	<p>\$11.95</p>	<p>\$12.86</p>

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

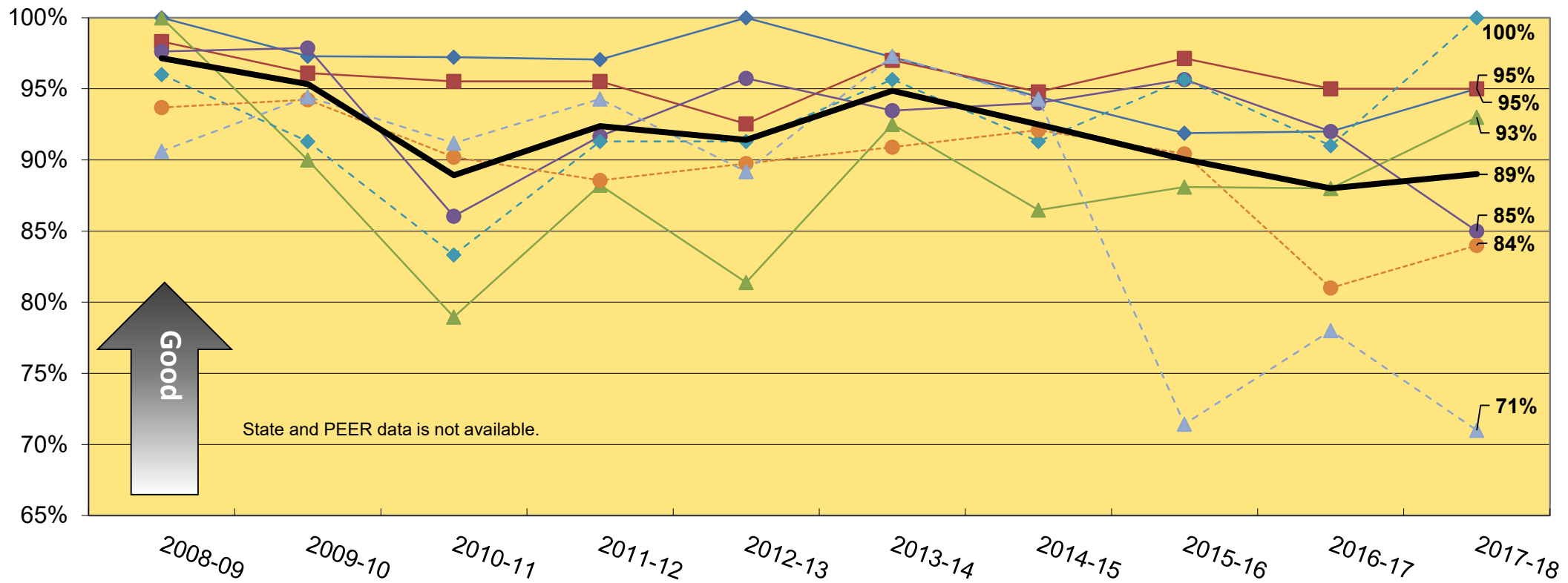
Ed Assist / EEN, Health & LMC / Hearing Impaired / Transportation EA	Low Wage	Average Wage	High Wage	Tenure
School District of Holmen	\$14.99 EA \$15.20 EEN \$22.15 HI \$16.36 Tr EA	\$15.49 EA \$15.60 EEN \$22.15 HI \$16.76 Tr EA	\$15.89 EA \$16.11 EEN \$23.48 HI \$17.34 Tr EA	10.3 years EA 8.3 years EEN 3.2 years HI 7.4 years Tr EA
SHRM – Chippewa Valley & Coulee Region	\$11.95	\$12.86	N/A	N/A
MVC+3 Schools (Average)	\$14.79 EA \$15.74 EA – Special Duties	N/A	\$16.30 EA \$17.30 EA – Special Duties	N/A

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



Employee Retention Rate (Annual w/out Retirements)



- ◆ Admin. Assist.
- ◆ Admin. Supv.
- Teachers
- Ed. Assist.
- ▲ Drivers
- ▲ Food Service
- Cust. Maint.
- Average

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



2018 - SURVEY RESULTS BY DEPARTMENT

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than	50%
"Strongly Agree" or "Agree"	75%
"Strongly Agree" or "Agree" Greater Than	90%

TOPIC/QUESTION	PERCENT (%) "STRONGLY AGREE" OR "AGREE" BY SURVEY GROUP					
	Student			Staff		
	# Resp.*	SA or A**	%	# Resp.*	SA or A**	%

STUDENT LEARNING

Student Prompt #5 - The staff at my school has high expectations for student learning. Staff Prompt #4 - The staff at my school has high expectations for student learning.	2344	2241	96%	413	405	98%
Student Prompt #6 - The staff at my school has high expectations for my behavior. Staff Prompt #5 - The staff at my school has high expectations for student behavior.	2340	2234	95%	412	382	93%
Student Prompt #7 - When I need extra help learning, I get it. Staff Prompt #6 - Help is available for students at school who are having trouble learning new material.	2302	1966	85%	409	391	96%
Student Prompt #8 - The staff encourages me to try difficult tasks. Staff Prompt #7 - The staff encourages students to try difficult tasks.	2303	1941	84%	407	385	95%

COMMUNICATION

Student Prompt #15 - I know my school's vision statement. Staff Prompt #30 - I know the district/school/deparment's vision statement.	2209	1524	69%	509	455	89%
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WELCOMING ENVIRONMENT

Student Prompt #17 - I look forward to coming to school. Staff Prompt #32 - I look forward to coming to work.	2229	1418	64%	504	465	92%
Student Prompt #18 - The students in my school are kind and helpful.	2213	1583	72%			

STUDENT SURVEY RESULTS - 2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

TOPIC/QUESTION	All			Evergreen			Prairie View			Sand Lake			Viking			Middle School			High School		
	Student			Student			Student			Student			Student			Student			Student		
	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%

PERSONAL CONTRIBUTION & CAPABILITIES

Student Prompt #11 - Students at my school are recognized for the good things that they do.	2275	1737	76%	189	159	84%	217	203	94%	230	211	92%	202	167	83%	739	509	69%	698	486	70%
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WELCOMING ENVIRONMENT

Student Prompt #17 - I look forward to coming to school.	2229	1418	64%	182	140	77%	215	174	81%	230	172	75%	202	148	73%	729	431	59%	671	353	53%
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PARENT SURVEY RESULTS - 2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

TOPIC/QUESTION	All			4K			Evergreen			Prairie View			Sand Lake			Viking			Middle School			High School		
	Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian		
	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%

PERSONAL CONTRIBUTION & CAPABILITIES

Parent Prompt #19 - Students at my child's school are recognized for the good things they do.	589	536	91%	23	23	100%	55	53	96%	89	84	94%	69	67	97%	71	69	97%	145	132	91%	137	108	79%
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WELCOMING ENVIRONMENT

Parent Prompt #20 - My child looks forward to coming to school.	610	531	87%	26	26	100%	54	45	83%	96	89	93%	70	62	89%	74	67	91%	153	138	90%	137	104	76%
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STUDENT SURVEY RESULTS

2015

2016

2017

2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

TOPIC/QUESTION	PERCENT (%) "STRONGLY AGREE" OR "AGREE" BY SURVEY GROUP											
	Student			Student			Student			Student		
	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%
STUDENT LEARNING												
Student Prompt #5 - The staff at my school has high expectations for student learning.	2443	2319	95%	2525	2405	95%	2240	2139	95%	2344	2241	96%
Student Prompt #6 - The staff at my school has high expectations for my behavior.	2455	2341	95%	2539	2438	96%	2257	2156	96%	2340	2234	95%
Student Prompt #7 - When I need extra help learning, I get it.	2405	2047	85%	2488	2083	84%	2196	1857	85%	2302	1966	85%
Student Prompt #8 - The staff encourages me to try difficult tasks.	2393	1941	81%	2481	2089	84%	2216	1878	85%	2303	1941	84%
COMMUNICATION												
Student Prompt #15 - I know my school's vision statement.	2299	1822	79%	2398	1875	78%	2148	1693	79%	2209	1524	69%
WELCOMING ENVIRONMENT												
Student Prompt #17 - I look forward to coming to school.	2320	1371	59%	2392	1473	62%	2127	1362	64%	2229	1418	64%
Student Prompt #18 - The students in my school are kind and helpful.	2341	1612	69%	2394	1695	71%	2120	1572	74%	2213	1583	72%

PARENT SURVEY RESULTS

2015

2016

2017

2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

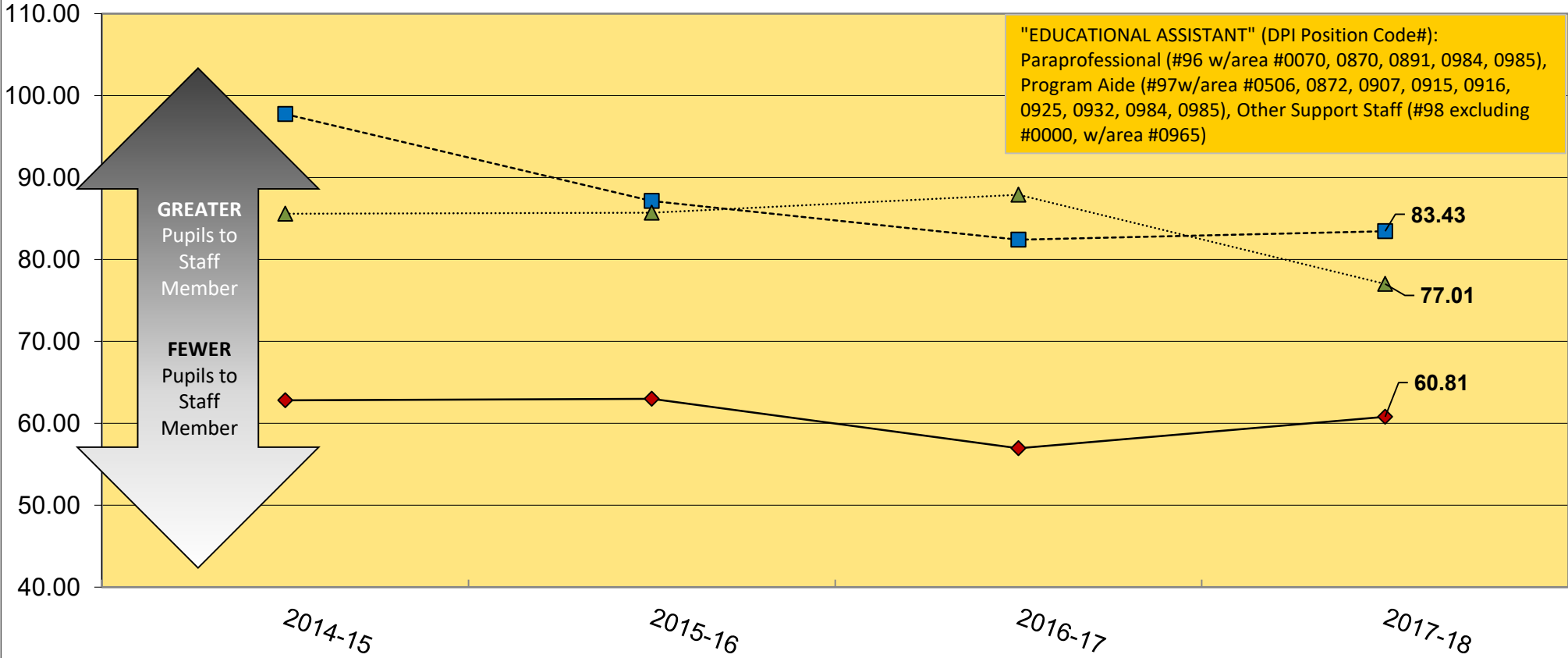
"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

TOPIC/QUESTION	PERCENT (%) "STRONGLY AGREE" OR "AGREE" BY SURVEY GROUP											
	Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian		
	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%	# Resp.	SA or A	%
PERSONAL CONTRIBUTION & CAPABILITIES												
Parent Prompt #19 - Students at my child's school are recognized for the good things they do.	556	508	91%	623	547	88%	486	453	93%	589	536	91%
WELCOMING ENVIRONMENT												
Parent Prompt #20 - My child looks forward to coming to school.	568	505	89%	655	550	84%	487	425	87%	610	531	87%

Pupils-to-Staff Ratio EDUCATIONAL ASSISTANT



EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

■ How did the District determine the Base Wage Increase for 2019-20?

■ Total All Hourly Base Wages (2018-19)	\$5,977,014.54
■ WERC CPI-U	2.44%
■ Additional Local Investment	0.07%
■ Total % Increase	2.51%
■ Base Wage Increase 2019-20	\$150,023.07

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- **How did the District determine the Base Wage Increase for 2019-20?**
 - Studied comparable data
 - Looked at all of our hourly pay staff vs. regional school districts
 - Ranked

EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

■ How did the District determine the Base Wage Increase for 2019-20?

- | | |
|--|------------------|
| ■ Base Wage Increase 2019-20 | \$150,023 |
| ■ Increase of \$0.35/hr for all Hourly Staff | <u>\$131,529</u> |
| ■ Includes \$15,507 Longevity Increases | |
| ■ Remaining Wage Increase Amount | \$18,493 |

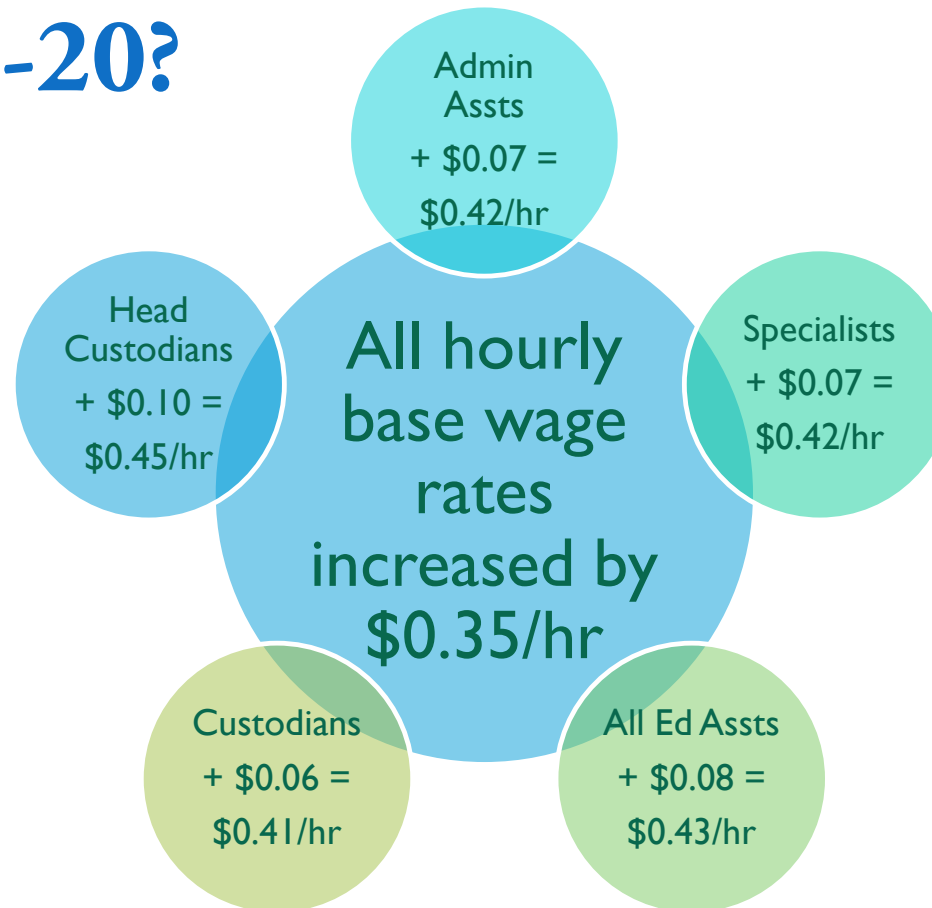
EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

■ How did the District distribute the Base Wage Increase for 2019-20?

- Remaining Wage Increase Amount \$18,493
 - Administrative Assistants (low 4th / high 6th)
 - Specialists (low 6th / high 3rd)
 - Educational Assistants (low 4th / high 6th)
 - Educational Assistants - Special Duties (low 4th / high 5th)
 - Custodians (low 4th / high 5th)
 - Head Custodians (low 5th / high 6th)

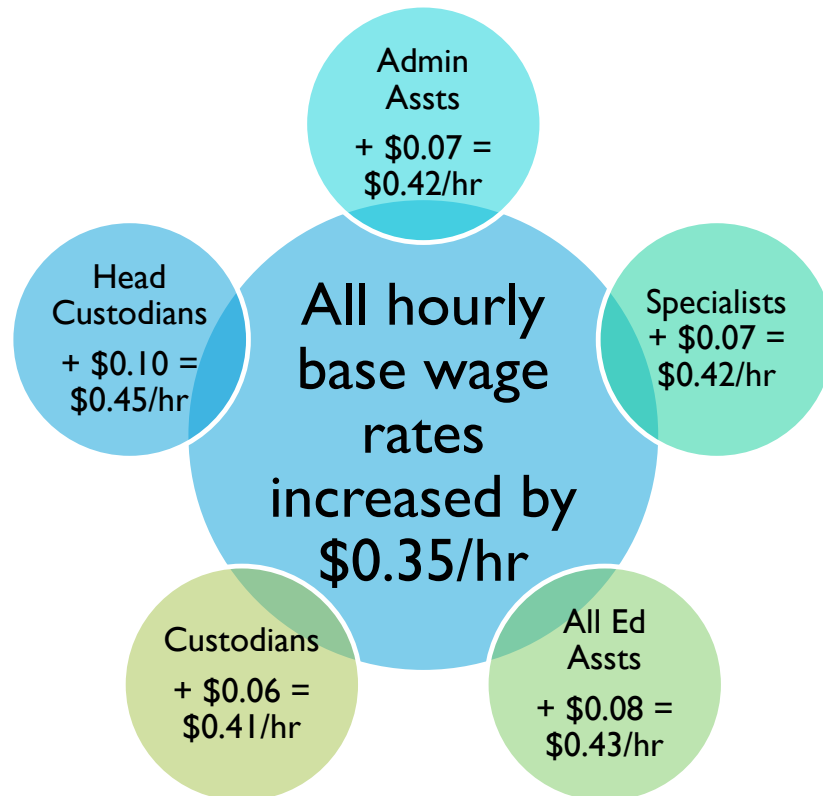
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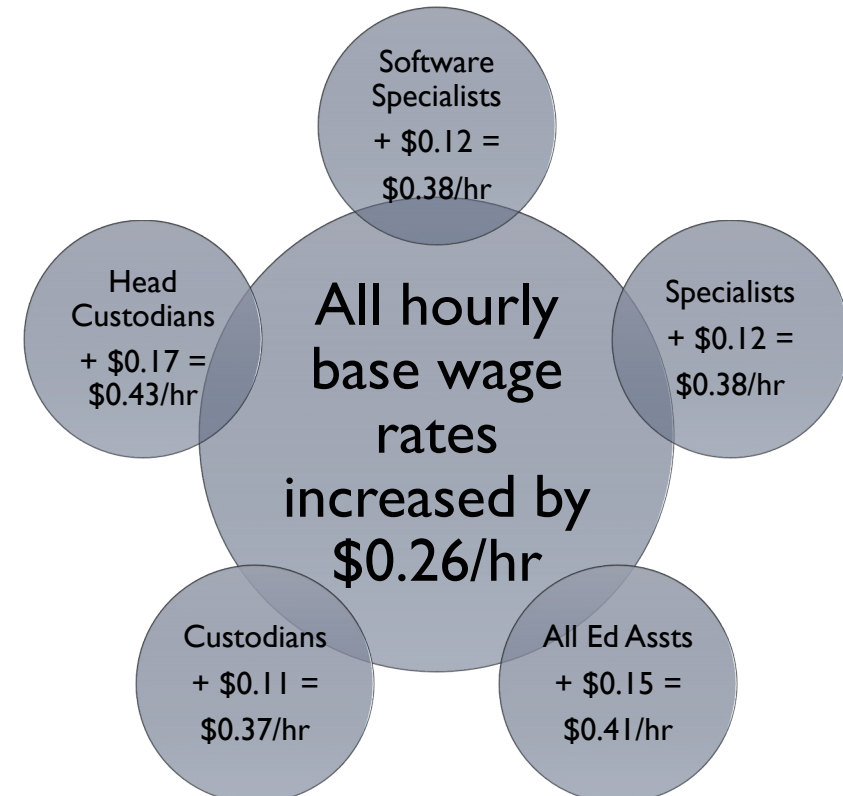


EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

How did the District distribute the Base Wage Increase for 2019-20?



How did the District distribute the Base Wage Increase last year (2018-19)?



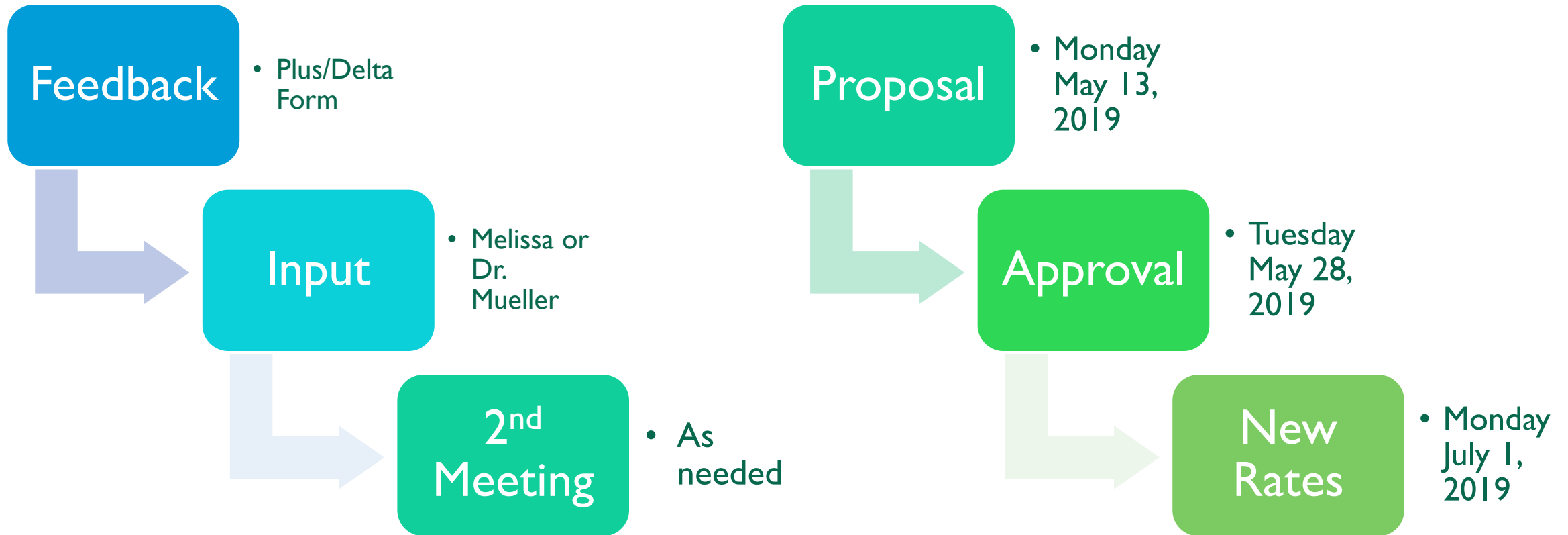
EDUCATION ASSISTANT STAFF BASE WAGE DETERMINATION

- **How does this Base Wage Increase change hourly rates?**
 - Current Wage Rates

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			
	Educational Asst			Educational Asst			
	Ed Assist \$	EEN, Health, & LMC Ed Assist \$	Trans Ed Assist \$	Ed Assist \$	EEN, Health, & LMC Ed Assist \$	Hrng Imprd Ed Assist \$	Trans Ed Assist \$
18-19 Increase in Base Rates	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41
0	\$14.99	\$15.20	\$16.36	\$14.99	\$15.20	\$22.15	\$16.36
1	\$14.99	\$15.26	\$16.36	\$14.99	\$15.20	\$22.15	\$16.36
2	\$14.99	\$15.20	\$16.36	\$14.99	\$15.20	\$22.15	\$16.36
3	\$14.99	\$15.20	\$16.36	\$14.99	\$15.20	\$22.15	\$16.36
4	\$14.99	\$15.20	\$16.36	\$14.99	\$15.20	\$22.15	\$16.36
5	\$14.99	\$15.26	\$16.36	\$15.44	\$15.65	\$22.81	\$16.85
6	\$15.59	\$15.80	\$17.01	\$15.44	\$15.65	\$22.81	\$16.85
7	\$15.59	\$15.80	\$17.01	\$15.44	\$15.65	\$22.81	\$16.85
8	\$15.59	\$15.80	\$17.01	\$15.44	\$15.65	\$22.81	\$16.85
9	\$15.59	\$15.80	\$17.01	\$15.59	\$15.80	\$23.04	\$17.01
10	\$15.74	\$15.96	\$17.17	\$15.59	\$15.80	\$23.04	\$17.01
11	\$15.74	\$15.96	\$17.17	\$15.59	\$15.80	\$23.04	\$17.01
12	\$15.74	\$15.96	\$17.17	\$15.59	\$15.80	\$23.04	\$17.01
13	\$15.74	\$15.96	\$17.17	\$15.74	\$15.96	\$23.26	\$17.17
14	\$15.89	\$16.11	\$17.34	\$15.74	\$15.96	\$23.26	\$17.17
15	\$15.89	\$16.11	\$17.34	\$15.74	\$15.96	\$23.26	\$17.17
16	\$15.89	\$16.11	\$17.34	\$15.74	\$15.96	\$23.26	\$17.17
17	\$15.89	\$16.11	\$17.34	\$15.89	\$16.11	\$23.48	\$17.34
	4%	5%	6%				



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			
	Educational Asst			Educational Asst			
	Ed Assist \$	EEN, Health, & LMC Ed Assist \$	Trans Ed Assist \$	Ed Assist \$	EEN, Health, & LMC Ed Assist \$	Hrng Imprd Ed Assist \$	Trans Ed Assist \$
19-20 Increase in Base Rates	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43
0	\$15.42	\$15.63	\$16.79	\$15.42	\$15.63	\$22.58	\$16.79
1	\$15.42	\$15.63	\$16.79	\$15.42	\$15.63	\$22.58	\$16.79
2	\$15.42	\$15.63	\$16.79	\$15.42	\$15.63	\$22.58	\$16.79
3	\$15.42	\$15.63	\$16.79	\$15.42	\$15.63	\$22.58	\$16.79
4	\$15.42	\$15.63	\$16.79	\$15.42	\$15.63	\$22.58	\$16.79
5	\$15.42	\$15.63	\$16.79	\$15.88	\$16.09	\$23.25	\$17.29
6	\$16.03	\$16.25	\$17.45	\$15.88	\$16.09	\$23.25	\$17.29
7	\$16.03	\$16.25	\$17.45	\$15.88	\$16.09	\$23.25	\$17.29
8	\$16.03	\$16.25	\$17.45	\$15.88	\$16.09	\$23.25	\$17.29
9	\$16.03	\$16.25	\$17.45	\$16.03	\$16.25	\$23.48	\$17.45
10	\$16.19	\$16.40	\$17.62	\$16.03	\$16.25	\$23.48	\$17.45
11	\$16.19	\$16.40	\$17.62	\$16.03	\$16.25	\$23.48	\$17.45
12	\$16.19	\$16.40	\$17.62	\$16.03	\$16.25	\$23.48	\$17.45
13	\$16.19	\$16.40	\$17.62	\$16.19	\$16.40	\$23.70	\$17.62
14	\$16.34	\$16.56	\$17.79	\$16.19	\$16.40	\$23.70	\$17.62
15	\$16.34	\$16.56	\$17.79	\$16.19	\$16.40	\$23.70	\$17.62
16	\$16.34	\$16.56	\$17.79	\$16.19	\$16.40	\$23.70	\$17.62
17	\$16.34	\$16.56	\$17.79	\$16.34	\$16.56	\$23.93	\$17.79
	4%	5%	6%				



WHAT ARE THE NEXT STEPS?

MISSION STATEMENT

*EDUCATE AND INSPIRE STUDENTS TODAY AND PREPARE THEM
FOR TOMORROW BY:*

- * ENSURING THAT ALL STUDENTS LEARN AT HIGH LEVELS
- *DEVELOPING THE FOLLOWING 21ST CENTURY SKILLS: INNOVATION, CREATIVITY, COLLABORATION, COMMUNICATION, INITIATIVE, PROBLEM-SOLVING, CRITICAL THINKING, LEADERSHIP, SELF-DIRECTION, RESPONSIBILITY, INTERPERSONAL SKILLS, CROSS-CULTURAL SKILLS, AND COMPUTER AND MEDIA LITERACY
- *ACHIEVING A DEEPLY HELD PARTNERSHIP WITH THE ENTIRE COMMUNITY
- *OPERATING AND ACTING IN A FISCALLY RESPONSIBLE MANNER WHILE ENSURING WELL-ROUNDED EDUCATIONAL EXPERIENCES.

VISION STATEMENT

EDUCATING EVERY STUDENT TO ACHIEVE GLOBAL SUCCESS.