



School District of Manawa

Curriculum COMMITTEE MEETING

*Manawa School District Office - Board Room
800 Beech Street, Manawa WI
(920)596-2525*

Wednesday, February 7, 2024
5:15 P.M.

**Board of Education Committee Members:
Riske (C), Fietzer, and Emmert**

❖ **CALL TO ORDER**

❖ **PLEDGE OF ALLEGIANCE**

❖ **ROLL CALL - Verification of Quorum**
➤ *B.O.E. Members Present:*

❖ **COMPLIANCE WITH OPEN MEETING LAW NOTIFICATION** [*§19.84(2) Wis. Stats.*]

❖ **AGENDA**

1. Consider endorsement of 24/25 Academic Calendar Recommendation
 - a. Review Memo
2. Discussion - Staff Compensation Model Revision
 - a. Review Memo
3. Consider endorsement of Staffing Requests
 - a. Review Memo
4. Discussion surrounding I-Ready
 - a. Review of Fall and Mid Year Data
5. Discussion Professional Development

❖ **FUTURE MEETING AGENDA ITEMS**

- Determine the March Meeting Date/Time

❖ **ADJOURN**

* Any person with a qualifying disability under the Americans with Disabilities Act that requires the meeting or material to be in accessible format, please contact the District Administrator to request reasonable accommodation. The meeting room is wheelchair accessible. This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public hearing. There may be a time for public comment during the meeting as indicated in the agenda.

**Upon request to the District Administrator, submitted twenty-four (24) hours in advance, the District shall make reasonable accommodations including the provision of informational material in an alternative format for a disabled person to be able to attend this meeting.



School District of Manawa

Students Choosing to Excel, Realizing Their Strengths

Board Meeting Date: February 26, 2024

Subject: Academic Calendar 24-25 School Year

Presenter(s): Ryan Peterson

I. Overall Content/Purpose:

This memo is submitted to bring your attention to the proposed academic calendar for the 2024-25 academic year. This carefully crafted calendar is designed to foster a balanced and supportive learning environment, ensuring the well-being of both students and staff.

II. Recommendation/Board Action Requested:

District Administration recommends the Board of Education approve the proposed Academic Calendar for the 2024-25 school year.

III. Point of Emphasis / Key Communication(s):

A. The Calendar Committee was assembled to set priorities and review draft proposals in the calendar development process.

1. The committee established priorities on which the calendar was built. These included a focus on learning for both students & staff. In addition, there was a shared commitment to creating consistency within the schedule for all members of the school community. The priorities are included in the following Mission Statement of the Calendar Committee:

“In the School District of Manawa, we prioritize a harmonious and supportive learning environment through a thoughtfully balanced academic calendar. Our commitment is to prevent burnout by strategically blending instructional time and breaks, prioritizing the well-being of students and staff. We align our calendar with educational objectives, ensuring ample time for teaching, learning, assessments, and meeting curriculum standards. Dedicated time for teacher training, workshops, and collaborative planning enhances teaching quality. Recognizing the importance of parental involvement, we purposefully schedule events like parent-teacher conferences to encourage meaningful engagement. Our consistent scheduling approach helps students and families plan ahead, fostering a positive and organized learning experience. The School District of Manawa believes that a well-structured calendar is fundamental to the success and well-being of our learning community.”

B. Inside the proposed calendar

1. 171 days of instruction for students
 - a) Student days off are spread out to ensure balance in the calendar
 - b) A commitment to full days off (only 2 half days included late in year)
2. 16 days dedicated to inservice/Professional development/planning & preparation
 - a) Professional Development days are dedicated nearly every month for balance
 - b) Commitment to Professional Development essential to District Growth
3. Adjustment to the MS/HS Bell Schedule
 - a) Start/End of the School Day: 7:45AM - 3:10PM
 - b) 5 additional minutes added daily x 171 instructional days
 - (1) Additional 855 instructional minutes - allows for an earlier end of school year

- C. DPI Requirements: Each school district board shall annually schedule and hold at least 437 hours of direct pupil instruction in kindergarten, at least 1,050 hours of direct pupil instruction in grades 1 through 6, and at least 1,137 hours of direct pupil instruction in grades 7 through 12.

IV. Contact for More Information:

Name: Ryan Peterson

PROPOSAL: Academic Calendar

<u>August</u> <i>0 / 6</i>				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30
<u>September</u> <i>19 / 20</i>	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30				
<u>October</u> <i>21 / 23</i>	1	2	3	4	
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28	29	30	31	1
<u>November</u> <i>18 / 19</i>	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29
<u>December</u> <i>15 / 15</i>	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
<u>January</u> <i>20 / 21</i>	30	31	1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31
<u>February</u> <i>19 / 20</i>	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28
<u>March</u> <i>14 / 16</i>	3	4	5	6	7
	10	11	12	13	14

	17	18	19	20	21
	24	25	26	27	28
April 20 / 21	31	1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
May 21 / 22	28	29	30	1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30
June 4 / 5	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30				



Regular School Day



½ Day (AM) - Student School Day

½ Day (PM) - Professional Development/Staff Work Day



Professional Development/Staff Work Day - No School



No School - Student & Staff



Summer School - 3 weeks



School District of Manawa

Students Choosing to Excel, Realizing Their Strengths

Board Meeting Date: February 26, 2024

Subject: Compensation Model - Certified Staff

Presenter(s): Ryan Peterson

I. Overall Content/Purpose:

This memo is submitted to bring your attention to the proposed revisions to the Compensation Model for all Certified Staff Members. The compensation model is designed to create balance and consistency in our pay structure in a way that is predictable with planned increases in compensation.

II. Board Motion Needed:

District Administration recommends the Board of Education approve the proposed Certified Staff Compensation Model for the the 24-25 school year..

III. Point of Emphasis / Key Communication(s):

A. A Look inside of the proposed Model

1. Eliminate the Professional Advancement “Point” System
 - a) Utilize Educator Effectiveness Evaluations to promote professional growth.
2. System is designed with consistency and predictability as foundational principles:
 - a) Educator Impact: There are a number of inconsistencies within the current system that have had a negative impact on educators. At current time, wage equalization process has created significant imbalance in educator salaries without intentionality. These need to be addressed to stabilize salaries for all certified educators.
 - b) District: The proposed system will create consistent increases for educators that will allow for planning and predictability on a two year basis that is synchronized with the state budget.

B. Benefits with a Two year cycle (Same cycle as state budget)

1. Year 1 includes flat increase - (Base wage compensation)
Is proactive & predictable.
2. Year 2 includes percentage stipend (Not part of the base wage compensation)
Is responsive to budgetary constraints & determined by the BOE.

C. Starting Educator Pay - competitiveness

1. CESA 6 Schools (Comparables)
 - a) Average starting pay = \$44,720
 - b) Average high pay = \$77,188
2. Proposed starting pay = \$44,750
3. Top pay of the Salary Schedule (approximately \$75,000)

D. Longevity Stipend - provided for staff members that have given years of service to the School District of Manawa (*Not part of the base wage compensation*)

1. Starting at the end of the 2024/25 school year (Educator Contracts)
2. Years of service to the School District of Manawa:

Years of service - complete	Stipend
5 years	\$500
15 years	\$1000
25 years	\$2000

E. Education/Degree enhancer - As the school district continues to place highly qualified educators in classrooms, this will encourage staff to seek professional development in the field of education from an accredited university.

1. Staff members that have obtained an advanced degree (Master's or Doctoral) in education qualify for one level advancement on their base wage compensation(1 step on the schedule).

F. Financial impact

1. Current Certified Staff Salaries = \$3,101,217
2. New Compensation Model (Recalibration)
Cost = \$125,252 (every certified staff member will receive an increase)
Total Certified Staff Salaries = \$3,226,469

IV. Contact for More Information:

Name: __Ryan Peterson__

NEW HIRE	44750
----------	-------

		<i>Level Increase</i>	<i>Salary or Stipend Increase</i>
A		Base Pay	Established at Time of Hire
B		+1800	Salary Increase *
C		Variable	% Stipend (determined by BOE) *
D	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
E	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
F	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
G	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
H	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
I	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
J	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
K	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
L	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
M	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
N	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
O	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
P	1	+1800	Salary Increase
	2	Variable	% Stipend (determined by BOE)
Q	1	+1800	Salary Increase
TOP TIE R		Variable	Salary Increase \$450 % Stipend (determined by BOE)

**Only New Staff in good standing on Yearly Educator Evaluation are eligible for increase.*

ADVANCED EDUCATION DEGREE Enhancer:

Certified Educators that obtain a Master's or Doctoral Degree will be promoted to the next level on the compensation model.

LONGEVITY Bonus *(based on local years of experience)*

5 year - \$500

15 year - \$1000

25 year - \$2000

(To be implemented at the completion of the 24-25 school year .)



School District of Manawa

Students Choosing to Excel, Realizing Their Strengths

Board Meeting Date: February 26, 2024

Subject: Staffing Requests 24-25 School Year

Presenter(s): Ryan Peterson

I. Overall Content/Purpose:

This memo is submitted to bring your attention to staffing requests for the 2024-25 academic year.

II. Recommendation/Board Action Requested:

District Administration recommends the Board of Education approve the proposed staffing alterations (see A below) for the 2024-25 school year.

III. Point of Emphasis / Key Communication(s):

A. As a school system, there is a need to provide effective academic intervention services for our struggling students. Currently, we employ 1.5 FTE Interventionists district wide. These interventionists are funded with ESSER III monies that will expire September 30, 2024. The cost of these 2 positions is estimated to be \$175,000.

1. Administration recommends that the BOE continue supporting the Intervention positions for the 24-25 SY through Fund 10.

B. Medical Insurance costs will remain the same as the 23/24 SY. There will be 0% increase.

C. Dental & Vision Insurance costs will remain the same as the 23/24 SY. There will be a 0% increase.

D. Transportation costs will increase by an estimated 8% or \$50,000.

E. If approved, recalibrating all certified staff into the proposed compensation model will increase by an estimated 4% or \$125,500. Additional discussion is planned to evaluate the potential adoption of a new compensation plan.

F. \$325 per pupil increase for the 24/25 SY

IV. Contact for More Information:

Name: Ryan Peterson