

## ITEM FOR CONSIDERATION

**TOPIC:** Professional Educator New Hire(s)

**BACKGROUND INFORMATION:** The professional educators listed below are recommended for contractual positions for the 2022-2023 school year effective August 24, 2022:

| <u>Name</u>                | <u>Position</u>           | <u>Location</u> | <u>FTE</u> | <u>Salary</u> |
|----------------------------|---------------------------|-----------------|------------|---------------|
| Yazmin Alvarez             | English Learner           | North           | 100%       | \$43,600      |
| Aubrey P. Barker           | Speech & Language         | TBD             | 100%       | \$50,600      |
| Niles L. Clark             | Business Education/PFM    | East/North/West | 100%       | \$45,600      |
| Megan L. Cotter            | Family & Consumer Science | East            | 100%       | \$43,600      |
| Johanna M. Driessen        | Special Ed-ID             | Berry           | 100%       | \$46,600      |
| Wendy L. Falk              | Counselor                 | West            | 100%       | \$61,100      |
| Mackenzie C. Gora          | Counselor                 | East/West       | 100%       | \$48,600      |
| Rebecca N. Graham          | English Learner           | East/Wilson     | 80%        | \$45,200      |
| Julie M. Hannus            | English Learner           | Kaleidoscope    | 100%       | \$62,600      |
| Melissa H. Hernandez       | Elementary                | TBD             | 100%       | \$62,600      |
| Shawna J. Janota           | Family & Consumer Science | Kaleidoscope    | 26%        | \$12,636      |
| Abigail L. Karrels         | Science                   | Wilson          | 100%       | \$44,600      |
| Sarah E. Lane              | Literacy-Interventionist  | ABS             | 50%        | \$24,400      |
| Abigail G. Laumer          | Science                   | East            | 100%       | \$48,600      |
| Avery R. Leidall           | English Language Arts     | WCA             | 100%       | \$48,150      |
| Emma C. Mitchell           | Speech & Language         | TBD             | 100%       | \$50,600      |
| Brittany E. Morien         | Special Ed-I4K            | CELC            | 100%       | \$48,150      |
| Anna M. Nelson             | Speech & Language         | TBD             | 100%       | \$61,100      |
| Anna M. Peck               | Music-General             | Berry           | 80%        | \$42,480      |
| Gina L. Ploszczyński       | Social Worker             | APM/Einstein    | 50%        | \$27,400      |
| Parker E. Rudie            | Math                      | East/West       | 100%       | \$43,600      |
| Maggie A. Schwanke Velicer | Grade 2/3                 | Richmond        | 100%       | \$53,100      |

**Yazmin Alvarez** received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Spanish. Most recently, she served the District as a temporary employee in a similar role at North High School.

**Aubrey P. Barker** will receive her Master of Science degree from Minot State University with a major in Communication Disorders. Most recently, she is completing her clinical placement with the District at Richmond Elementary School.

**Niles L. Clark** received his Bachelor of Science degree from North Carolina State University with a major in Sport Management. Mr. Clark is being hired under a one-year license with stipulations. Most recently, he served the District as a dedicated substitute at Kaleidoscope Academy.

**Megan L. Cotter** will receive her Bachelor of Science degree from UW-Stout with a major in Family & Consumer Sciences. Most recently, she served the District as a Wisconsin Improvement Program (WIP) Intern at East High School.

**Johanna M. Driessen** received her Bachelor of Arts degree from Central College with a major in Elementary Education. Most recently, she served the District as a Special Education Paraprofessional at Berry Elementary School.

**Wendy L. Falk** received her Master of Arts degree from Lakeland College with a major in Counseling. Most recently, she served the Weyauwega-Fremont School District as a School Counselor.

**Mackenzie C. Gora** received her Master of Arts degree from Northeastern Illinois University with a major in School Counseling. Most recently, she completed her internship with the Leyden High School District 212 in Northlake, Illinois.

**Rebecca N. Graham** received her Master of Science in Education degree from University of Southern Maine with a major Literacy Education with a concentration in English as a Second Language. Most recently, she served the District as a temporary employee in a similar role at East High School and Wilson Middle School.

**Julie M. Hannus** received her Master of Arts degree from University of Minnesota-Twin Cities with a major in English as a Second Language. Most recently, she served the District as a temporary employee in a similar role at Houdini Elementary School and Einstein Middle School.

**Melissa H. Hernandez** received her Master of Education degree from Chapman University with a major in Curriculum and Instruction. Most recently, she served the Madison Metropolitan School District as an Elementary Teacher.

**Shawna J. Janota** received her Master of Education degree from South Dakota State University with a major in Human Sciences/Family and Consumer Sciences. Ms. Janota is being hired as a “Temporary Employee” for the 2022-2023 school year. Most recently, she served the District as a temporary employee in a similar role at Kaleidoscope Academy.

**Abigail L. Karrels** received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Secondary Broadfield Science. Most recently, she served the Franklin Joint School District as a Science Teacher.

**Sarah E. Lane** received her Master of Education degree from University of Illinois-Chicago with a major in Instructional Leadership with a concentration in Literacy, Language and Culture. Most recently, she served the District as a temporary employee in a similar role at Appleton Bilingual School.

**Abigail G. Laumer** will receive her Master of Science degree from UW-Madison with a major in Curriculum and Instruction. Most recently, she is completing her student teaching with the Madison Metropolitan School District.

**Avery R. Leidall** received her Bachelor of Arts degree from St. Norbert College with a major in Secondary English Education. Most recently, she served the Hortonville Area School District as an English Teacher.

**Emma C. Mitchell** will receive her Master of Science degree from UW-Whitewater with a major in Communication Sciences and Disorders. Most recently, she is completing her clinical placement with the Walworth County Public School District.

**Brittany E. Morien** received her Bachelor of Arts degree from UW-Stevens Point with a dual major in Early Childhood Education and Early Childhood Special Education. Most recently, she served the District as a temporary employee in a similar role with Appleton Community 4K at Bridges Enrichment Center.

**Anna M. Nelson** received her Master of Science degree from UW-Milwaukee with a major in Communication Sciences and Disorders. Most recently, she served the Denver Public Schools as a Speech & Language Pathologist.

**Anna M. Peck** received her Bachelor of Music degree from Viterbo University with a major in Music Education. Ms. Peck is being hired as a “Temporary Employee” for the 2022-2023 school year. Most recently, she served the Waukegan Community School District as a General Music Teacher.

**Gina L. Ploszynski** received her Master of Social Work degree from UW-Green Bay with a major Social Work. She continued her education to receive her School Social Worker certification through UW-Green Bay. Most recently, she served the District as a temporary employee in a similar role at Appleton Public Montessori and Einstein Middle School.

**Parker E. Rudie** will receive his Bachelor of Science in Education degree from UW-Oshkosh with a major in Secondary Mathematics. Most recently, he is completing his student teaching with the District at Einstein Middle School.

**Maggie A. Schwanke Velicer** received her Bachelor of Arts degree from St. Norbert College with a major in Early Childhood Education. Most recently, she served the School District of West De Pere as an Elementary Teacher.

**FISCAL NOTE:** As indicated above

**ADMINISTRATIVE RECOMMENDATION:** Approval

**INSTRUCTIONAL IMPACT:** The candidates listed above have been recommended by the administrator to whom they will report as the best candidates for the positions.

**CONTACT PERSON:** Julie King, (920) 997-1399 (ext. 2042)

4/11/22

## ITEM FOR CONSIDERATION

**TOPIC:** Professional Educator Contract Change(s)

**BACKGROUND INFORMATION:** Contract changes for the following individuals are recommended for the 2022-2023 school year:

| <u>Name</u>             | <u>Position</u>   | <u>Location</u>    | <u>FTE</u>  | <u>Effective Date</u> |
|-------------------------|-------------------|--------------------|-------------|-----------------------|
| Mikayla M. Bauman       | Special Ed-Vision | District           | 50% to 100% | 8/24/22               |
| Laurie L. Brewton       | W Lang-Spanish    | East               | 60% to 40%  | 8/24/22               |
| PaNihia Chang           | Art               | Highlands/Johnston | 100% to 80% | 8/24/22               |
| Kristeen E. Jahner      | Art               | Horizons           | 100% to 70% | 8/24/22               |
| Michelle M. Kaczorowski | School Nurse      | 4K                 | 100% to 40% | 8/24/22               |
| Alma Lopez Lara         | English Learner   | APM/CCS/WCA        | 100% to 50% | 8/24/22               |
| Stephanie M. Mullen     | Science           | East               | 80% to 40%  | 8/24/22               |
| Kathryn R. Rosenbaum    | Special Ed-Vision | West/Wilson        | 100% to 80% | 8/24/22               |
| Kara J. Schroeder       | School Nurse      | McKinley/Johnston  | 100% to 60% | 8/24/22               |

**FISCAL NOTE:** As indicated above

**ADMINISTRATIVE RECOMMENDATION:** Approval

**INSTRUCTIONAL IMPACT:** These assignments will meet the needs of students.

**CONTACT PERSON:** Julie King, (920) 997-1399 (ext. 2042)

4/11/22

## ITEM FOR CONSIDERATION

**TOPIC:** Professional Educator Resignation(s)

**BACKGROUND INFORMATION:** The following Professional Educators have submitted their letter of resignation effective the end of the 2021-2022 school year, unless otherwise noted.

**Anna L. Cihlar** has been with the District for sixteen years, most recently as a World Language-Spanish Teacher at Classical School.

**Allison N. Dahlke** has been with the District for one year, most recently as a Special Education Teacher at West High School.

**Kathleen M. Grube** has been with the District for fourteen and one-half years, most recently as a Special Education Teacher at McKinley Elementary School.

**Kathryn J. Hopper** has been with the District for one and one-half years, most recently as a Math Teacher at West High School.

**Tara L. Kraft Mahnke** has been with the District for twenty-three years, most recently as a Grade 3 Teacher at Wisconsin Connections Academy.

**Nicole R. Olivas Dimmer** has been with the District for twenty-one years, most recently as a Special Education Teacher at Madison Middle School. Ms. Olivas Dimmer's resignation is effective at the end of the Wednesday, March 18, 2022 workday.

**Samantha L. Wojnowski** has been with the District for one year, most recently as a Special Education Teacher at Madison Middle School.

**FISCAL NOTE:** Dependent upon replacements

**ADMINISTRATIVE RECOMMENDATION:** Approval

**INSTRUCTIONAL IMPACT:** Qualified replacements will be procured

**CONTACT PERSON:** Julie King, 920-997-1399 (ext. 2042)

4/11/22

## ITEM FOR CONSIDERATION

**TOPIC:** Professional Educator Leave of Absence

**BACKGROUND INFORMATION:** The professional educator listed below is being recommended for an unpaid leave of absence exceeding one year for the 2022-23 school year:

| <u>Name</u>      | <u>Position</u>            | <u>FTE</u> | <u>Location</u> |
|------------------|----------------------------|------------|-----------------|
| Ellie S. Dietzen | Special Ed-Early Childhood | 100%       | McKinley        |

**FISCAL NOTE:** As indicated below

**INSTRUCTIONAL IMPACT:** None

**ADMINISTRATIVE RECOMMENDATION:** Approval

**CONTACT PERSON:** Julie King, 997-1399, (ext. 2042)

4/11/22

## ITEM FOR CONSIDERATION

**TOPIC:** Administrative Hire

**BACKGROUND INFORMATION:** The individual listed below has been recommended for a contractual position for the 2022-2023 school year:

**Jake R. Larsh** is recommended for the Associate Principal / Athletic Director position at Kaleidoscope Academy, effective August 5, 2022, under a 215-day contract. Mr. Larsh most recently served as a Social Studies teacher at Appleton West High School.

**FISCAL NOTE:** Salary will be commensurate with education and experience

**ADMINISTRATIVE RECOMMENDATION:** It is recommended that this individual receive a contract for the 2022-2023 school year.

**CONTACT PERSON:** Julie King, 920-997-1399 (ext. 2042)

4/11/22

## ITEM FOR CONSIDERATION

**Topic:** Compensation Increase for the 2022-2023 School Year for Administrators

**Introduction:** Given the current competitive labor market, the budget and savings from employees electing a lower cost health insurance option, a compensation increase for Administrators is recommended for the 2022-2023 school year.

### Administrative

**Recommendation:** The total recommended compensation increase for all employee groups is 3.75%. To approve a compensation increase for the 2022-2023 school year for eligible Administrators who are active employees at the time of approval for the 2022-2023 school year to be distributed in the following manner:

- a. All eligible staff would advance a step/level or within their salary range effective July 1, 2022. The total cost of step/level increases would be approximately \$38,948.
- b. Each eligible staff member in the respective group above would receive a 3% compensation increase. The total cost of hourly wage increases would be \$223,515.

**Fiscal Note:** The total cost to the District will be approximately \$262,463.

### Instructional Impact:

Maintaining competitive compensation is essential to retaining and attracting high-quality administrators.

**Contact Person:** Julie King (920-997-1399, ext. 2042) Greg Hartjes, 920-997-1399 (x2029)

**Board Action:** April 11, 2022



## ITEM FOR CONSIDERATION

- Topic:** Professional Educator Wage Settlement and Compensation Increase for the 2022-2023 School Year
- Background:** A tentative Base Wage Agreement has been reached with the Appleton Education Association (AEA). The Agreement has been reached voluntarily in a spirit of cooperation between the AEA and the District negotiators. By state law, negotiations with the AEA have been limited to base wage increases. The total increase to the base wage is limited (by state law) to the increase in the Consumer Price Index (CPI). The base wage for AASD is the first level of the current Compensation Framework (\$43,600). For the current year the applicable CPI is 4.70%. Given the current competitive labor market, the budget, and savings from employees selecting a lower cost health insurance option, a compensation increase for Professional Educators is recommended for the 2022-2023 school year.
- Administrative Recommendation:** To approve a total wage increase of 4.7% of the base wage in the amount of \$2,696,747 to be distributed to active AASD Professional Educators at the time of approval for the 2022-2023 school year.
- All eligible Professional Educators would receive a minimum of a \$1,578 increase (prorated for less than full-time) to be distributed in the following manner:
- In lieu of level movement, a 3.63% compensation increase will be applied to each level of the Compensation Framework (*attached*).
  - The application of the 3.63% to the Compensation Framework will:
    - Provide a greater increase than level movement for all eligible educators
    - Support recruitment and retention of educators by raising the starting and top salaries
    - Increase the potential career earnings
- The outstanding working relationship between the District and our Professional Educators has continued.
- Fiscal Note:** The total cost to the District will be approximately \$2,696,747.
- Instructional Impact:** A competitive compensation framework is essential to retaining and attracting high quality professional educators.
- Contact Person(s):** Julie King, 920-997-1399 (2042) and Greg Hartjes, 920-997-1399 (2029)
- Board Action:** April 11, 2022

Professional Educator Compensation Framework Revision 2022-2023 School year

| Professional Educator Salary Schedule |                |           |              |           |
|---------------------------------------|----------------|-----------|--------------|-----------|
|                                       | With Bachelors |           | With Masters |           |
|                                       | 2021-2022      | 2022-2023 | 2021-2022    | 2022-2023 |
| A                                     | \$43,600       | \$45,200  | \$48,600     | \$50,350  |
| B                                     | \$44,600       | \$46,200  | \$49,600     | \$51,400  |
| C                                     | \$45,600       | \$47,200  | \$50,600     | \$52,450  |
| D                                     | \$46,600       | \$48,300  | \$51,600     | \$53,450  |
| E                                     | \$48,150       | \$49,900  | \$53,150     | \$55,100  |
| F                                     | \$49,800       | \$51,600  | \$54,800     | \$56,800  |
| G                                     | \$51,500       | \$53,350  | \$56,500     | \$58,550  |
| H                                     | \$53,100       | \$55,000  | \$58,100     | \$60,200  |
| I                                     | \$54,600       | \$56,600  | \$59,600     | \$61,800  |
| J                                     | \$56,100       | \$58,150  | \$61,100     | \$63,200  |
| K                                     | \$57,600       | \$59,700  | \$62,600     | \$64,900  |
| L                                     | \$59,050       | \$61,200  | \$64,050     | \$66,350  |
| M                                     | \$60,400       | \$62,600  | \$65,400     | \$67,700  |
| N                                     | \$61,750       | \$63,100  | \$66,750     | \$69,150  |
| O                                     | \$62,950       | \$65,250  | \$67,950     | \$70,400  |
| P                                     | \$63,950       | \$66,250  | \$68,950     | \$71,450  |
| Q                                     | \$64,950       | \$67,300  | \$69,950     | \$72,500  |
| R                                     | \$65,950       | \$68,350  | \$70,950     | \$73,500  |
| S                                     | \$66,950       | \$69,400  | \$71,950     | \$74,550  |
| T                                     | \$67,950       | \$70,400  | \$72,950     | \$75,600  |
| U                                     | \$68,950       | \$71,450  | \$73,950     | \$76,600  |
| V                                     | \$69,950       | \$72,500  | \$74,950     | \$77,650  |
| W                                     | \$70,950       | \$73,500  | \$75,950     | \$78,700  |
| X                                     | \$72,950       | \$75,600  | \$77,950     | \$80,800  |

## ITEM FOR CONSIDERATION

**Topic:** Compensation Increase for the 2022-2023 School Year for Administrative Support Unit (ASU) staff, Secretaries, Maintenance and Paraprofessionals.

**Introduction:**

Given the current competitive labor market, the budget, and savings from employees selecting a lower cost health insurance option, compensation increases for Administrative Support Unit (ASU) staff, Secretaries, Maintenance, and Paraprofessionals are recommended for the 2022-2023 school year.

**Administrative Recommendation:**

The total recommended compensation increase for all employee groups is 3.75%. To approve a compensation increase for the 2022-2023 school year for eligible Administrative Support Unit (ASU) staff, Secretaries, Maintenance, and Paraprofessionals who are active employees at the time of approval for the 2022-2023 school year to be distributed in the following manner:

- a. All eligible staff would advance a step/level or within their salary range effective July 1, 2022. The total cost of step/level increases would be approximately \$135,325.
- b. Each eligible staff member in the respective groups above would receive a 3.63% compensation increase. This wage increase would be effective for the 2022-2023 school year and would carry forward into future years. The total cost of hourly wage increases would be \$642,547.

**Fiscal Note:** The total cost to the District will be approximately \$777,871.

**Instructional Impact:**

Maintaining competitive compensation is essential to retaining and attracting high-quality employees.

**Contact Person(s):** Julie King, 920-997-1399 (2042) and Greg Hartjes, 920-997-1399 (2029)

**Board Action:** April 11, 2022