

**Beaver Dam Unified School District
Board of Education Minutes**

**Operations Committee Meeting
January 23, 2023**

A meeting of the Operations Committee of the Board of Education was held on the above date at the Educational Service Center at 6:30 p.m. Board Committee members present: Isaac Dornfeld, Marge Jorgensen, John Kraus, Jr., and Joanne Tyjeski.

Dr. White, Director of Human Resources, updated the committee on compensation. She reviewed the pay for substitute teachers and substitute teacher assistants along with possible options for modifying the rates to be more competitive. She explained that the district does not currently offer a stipend to cooperating teachers and shared the value they offer. Teacher Mentors are offered compensation to mentor new teachers and she recommended offering a stipend for cooperating teachers. She reviewed possible options for longevity stipends for certified staff, and pay for period substitution, buildings and grounds staff, and summer school staff. She shared other options to explore that include Support Staff vacation accrual, longevity, substitute pay, market adjustments, unused personal days, among other options. Committee members provided feedback on pay rates and options.

Mr. DiStefano, Superintendent, reported on the progress of the District Strategic Action relating to early learning and child care opportunities. The Early Learning & Childcare Team has been meeting and there have been follow-up conversations and collaborations with community stakeholders. He reviewed the cost and benefit analysis and other cost considerations. Site options are Wilson Elementary School or Prairie View Elementary School. He provided clarification on a prospective model which could include partnering with community service providers, offering staff access to childcare at a reduced rate, not charging rental or facility use for the first 3 years, and exploring the prospect of expanding “wrap care” for existing programming. The next steps involve confirming viability of potential sites, updating the implementation timeline with prospective partners, and bringing a recommendation to the full board for consideration of approval in February or March.

The next committee meeting is scheduled for February 27, 2023.