

**SCHOOL DISTRICT OF THE MENOMONIE AREA
COMPENSATION REVIEW AND RECOMMENDATIONS
2022-2023**

During the 2022-2023 school year, SDMA administrators and employees serving on the Hourly and Teacher Quality Improvement Committees (QIC) will be reviewing compensation policies for all employee groups in the SDMA. The review will include a survey for identifying any areas of concern, a review of compensation data from comparable organizations, and the development of recommendations for the school board.

The action plan for the 2022-2023 review of compensation policies in the SDMA includes:

Fall 2022- Staff were asked to provide feedback on their experience within the SDMA through a School Perceptions survey.

October 13 - School Perceptions survey results were shared with staff during the beginning of year professional development. Staff compensation was identified as an area of concern.

October 4 - The Hourly and Teacher Quality Improvement Committee (QIC) met. The results of the district-wide survey were discussed.

December - Staff were asked to provide additional feedback on district compensation practices and preferences through a School Perceptions survey.

January - The action plan for reviewing district compensation in the SDMA is shared with the School Board. District leadership will utilize direction from the Board to develop a plan for obtaining comparable wage and salary information.

February/March - Compensation comparables and survey data will be gathered and analyzed. The QIC groups will meet to review comparable data and discuss priorities and possible solutions/improvements to the district compensation system. (Additional meetings for developing solutions/recommendations will be scheduled as needed)

April - The QIC groups will meet to discuss priorities and finalize possible solutions/improvements to the district compensation system.

April/May - The recommendations of district administration and the QIC groups will be shared with the School Board. The School Board may consider possible changes to the SDMA compensation system.

On or Before May 15- Teacher contracts are issued for the 2023-2024 school year.

July 1, 2023 - Effective date of any compensation changes.