

October 14, 2022

TO: Members Of The Study Committee On Shared School District Services
FROM: Ben Niehaus, Director of Member Services, Wisconsin Association of School Boards
RE: **Incentives for Sharing Needed School District Positions**

AB 441 (2019-2020)

Original Analysis by LFB:

This bill creates a categorical aid for a school district that enters into an agreement to share administrative personnel services with other school districts or a local unit of government. To be eligible for the aid, the school district must **enter into an intergovernmental agreement via Wisconsin Statute 66.0301** ~~pass a resolution approving participation in the shared services aid program.~~ The amount of aid a school district receives under the shared services aid program is based on the administrative, **career counseling, pupil service and operational** positions that are shared under the agreement.

Under the bill, during the first three school years of an agreement, each school district **splits** ~~receives~~ the following amount for each of the following administrative positions that is shared under the agreement:

1. ~~For a school district administrator, \$40,000.~~
2. For a ~~human resources director~~, information technology director, or business manager, ~~\$22,500.~~
3. ~~For any other administrative position other than principals and assistant principals, \$17,500.~~

In the fourth and fifth school years of an agreement, school districts receive half of the amounts described above. If, in any school year, the amount appropriated for this aid is insufficient to pay these amounts to all entitled school districts, the Department of Public Instruction must prorate the aid amounts.

Finally, under the bill, there is no limit to the number of positions that may be shared under an agreement.

The following are suggested revisions and updates for a new, proposed bill:

1) **Human Resources Director** – Most Wisconsin school districts do not have human resource directors or HR support. The majority of Wisconsin school districts are rural, and have below 1,500 students, yet they still employ both exempt and non-exempt staff members. Human resource support and expertise falls upon other administrators, specifically the superintendent, finance manager and even building principals.

The following article illustrates how ratios are determined as to what recommended ratios of human resource support is to employees (even Wisconsin's smallest school districts employee at least 25 staff, with many of these districts ranging from 50-150 full or part-time employees – these are the same districts that do not have human resource support and expertise on staff).

<https://factorialhr.com/blog/importance-hr-management-hr-employee-ratio/#salary>

The following link will show what the average salary is for those who are qualified and serve as HR Directors:

<https://www.bls.gov/ooh/management/human-resources-managers.htm>

Based upon the salary data, for smaller, rural districts, a recommendation of \$125,000 per shared service is proposed. The data provided is salary only, yet employee benefits that will impact total compensation. This recommendation would look to provide for a competitive salary and benefits package to attract and retain human resource directors with experience and qualifications comparable to those in the private sector.

2) **Career Counselors** – Wisconsin guidance counselors serve approximately 400 students per 1.0 FTE. The American School Counselors Association recommends a ratio of 250 students per 1.0 FTE:

<https://www.schoolcounselor.org/getmedia/b079d17d-6265-4166-a120-3b1f56077649/School-Counselors-Matter.pdf>

With the influx in mental health supports for students, in addition to the challenges of retaining and attracting qualified candidates for these positions, the addition of career counselors to guide and lead Academic and Career Planning, Youth Apprenticeships, building relationships between schools and business/industry, along with other efforts to support students for career readiness would certainly enhance these efforts and Wisconsin's current career readiness efforts, while providing new and additional capacity for current guidance counselors. (Many of our school guidance counselors have assumed the role of District Assessment Coordinators (DAC's) beyond their other roles and duties as guidance counselors.)

See page 20, of *WMC Report 2035*:

https://www.wmcfoundation.org/wp-content/uploads/2021/12/WMC-Foundation--WI-2035-Report--FINAL_1.pdf

The following link will show what the average salary is for those who are qualified and serve as Career Counselors:

<https://www.bls.gov/ooh/community-and-social-service/school-and-career-counselors.htm>

Based upon the salary data, a recommendation of \$65,000 per shared service would be proposed (a few thousand dollars more than median salary of position) . The data provided is only salary; employee benefits will see a total package in excess of the median salary.

3) **Finance Manager** – Would recommend \$125,000 to be considered, slightly below the median salary for positions with those qualified. This median will likely continue to increase as those with the skills and qualifications to provide financial oversight and accountability for our public schools, with multi-million-dollar budgets and large staffs, are the same or similar as the qualifications needed by comparably sized private businesses.

<https://www.bls.gov/ooh/management/financial-managers.htm>

4) **IT Director** – A \$150,000 recommendation is below the median salary alone – these are fulltime positions, with benefit packages that can push total package compensation to median salary amounts, even in our smallest of public schools.

<https://www.bls.gov/ooh/management/computer-and-information-systems-managers.htm>

5) **Director of Pupil Services or Directors of Instruction** – Would recommend \$100,000; slightly above median wage, but a role that is increasing in demand, and will see these positions with total package benefits in excess of \$100,000.

<https://www.bls.gov/ooh/management/postsecondary-education-administrators.htm>

**link references “post-secondary administrators” – qualifications and duties are comparable*

6) **Facilities Manager (Building & Grounds) and All Other Shared, Administrative Positions/Roles (e.g., Food Service Director)** – Would recommend \$65,000 (B&G Admin’s are lowest compensated of administrative roles, therefore it is recommended that any other administrative roles should have this as a base to be split between two districts).

<https://www.salary.com/research/salary/benchmark/building-and-grounds-supervisor-i-salary/madison-wi>