



Labor Relations Update 11.27.2023

Presented by Ra Chhoth
Director of Finance and Operations and

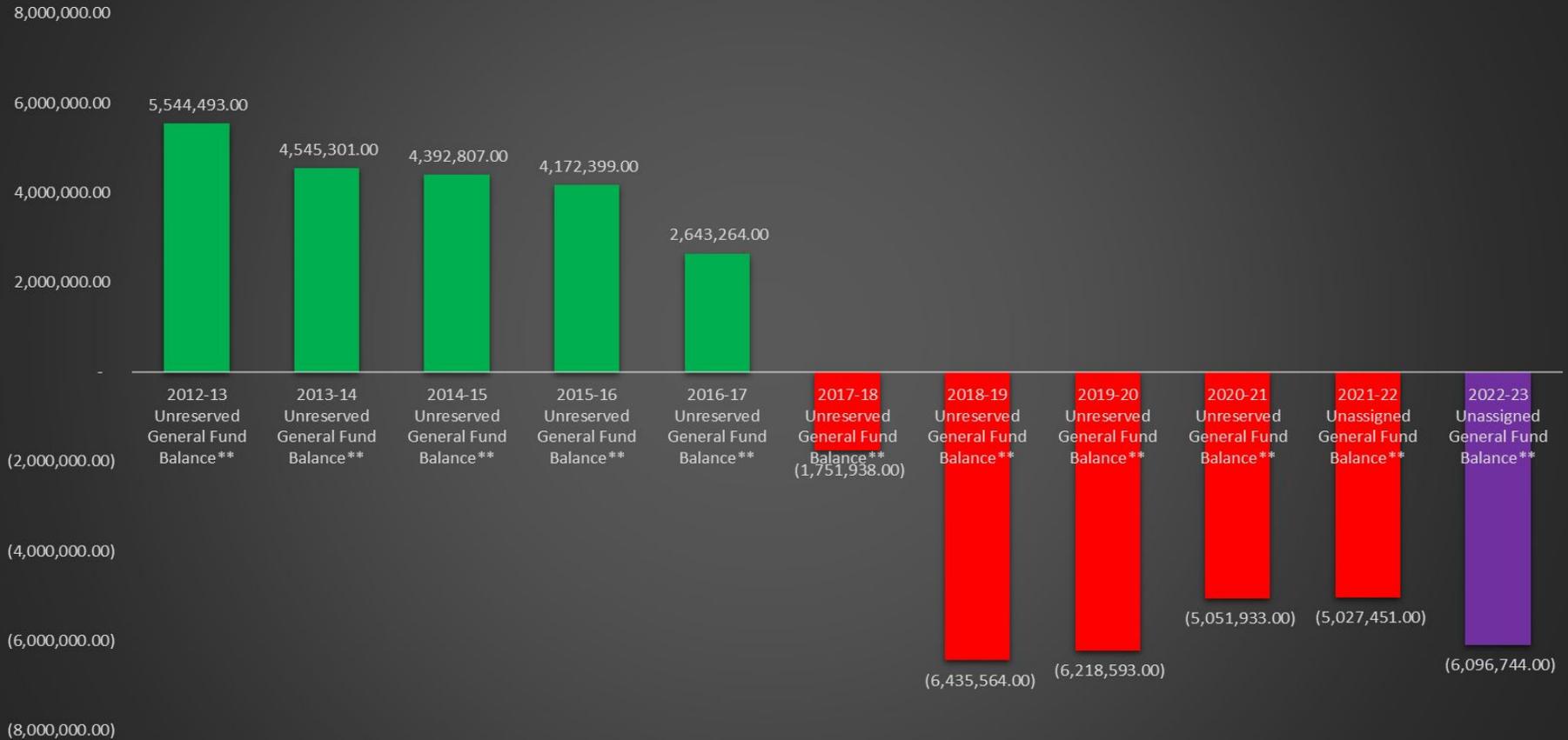
Enid Schonewise
Director of Human Resources

Past Estimated Average Daily Membership (ADM) Actuals and Forecast

Fiscal Year	Revise Forecast	Actual	Variance
16-17	3968	3899	-69
17-18	3990	4039	49
18-19	4105	4051	-54
19-20	4145	4071	-74
20-21	4088	3972	-116
21-22	4050	4017	-33
22-23	4000	3979	-21



11 Year Unreserved General Fund Balance History



Steps and Lanes Increase before Salary Schedule Improvement

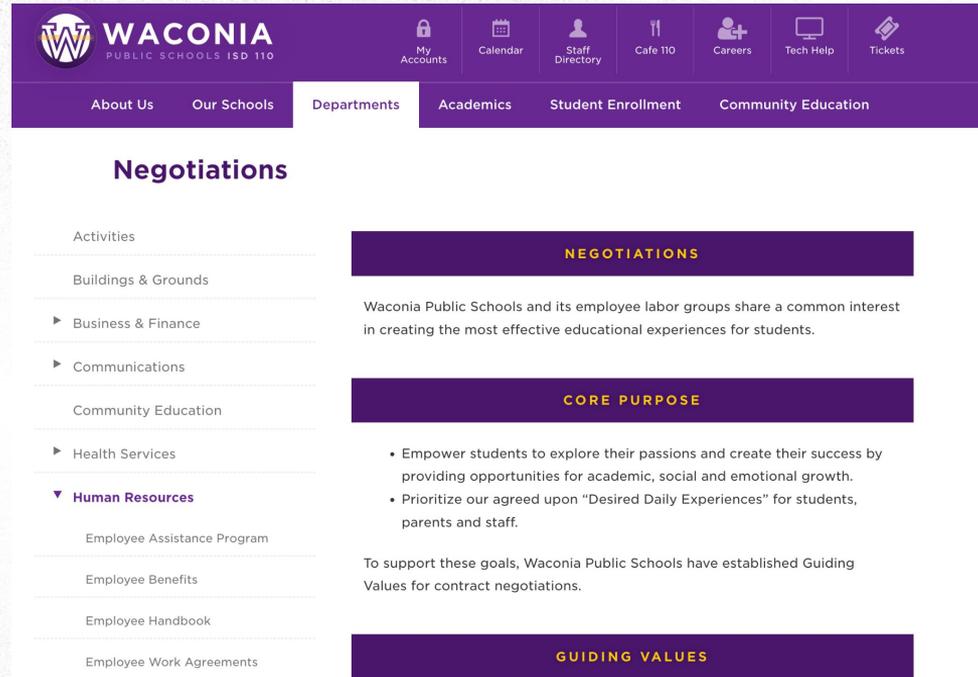
- Tentative agreement between District and WEA
- The average year 1 dollar increase per full time equivalent (FTE) is \$1,795
- Average year 2 dollar increase per FTE is \$865
- The average 2-year total is \$2,660 per FTE which equates to \$763,000 in step and lane increases.



Labor Relations Updates – Website

Waconia Public Schools Website

[Website Link](#)



WACONIA
PUBLIC SCHOOLS ISD 110

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Negotiations

- Activities
- Buildings & Grounds
- ▶ Business & Finance
- ▶ Communications
- Community Education
- ▶ Health Services
- ▼ **Human Resources**
 - Employee Assistance Program
 - Employee Benefits
 - Employee Handbook
 - Employee Work Agreements

NEGOTIATIONS

Waconia Public Schools and its employee labor groups share a common interest in creating the most effective educational experiences for students.

CORE PURPOSE

- Empower students to explore their passions and create their success by providing opportunities for academic, social and emotional growth.
- Prioritize our agreed upon "Desired Daily Experiences" for students, parents and staff.

To support these goals, Waconia Public Schools have established Guiding Values for contract negotiations.

GUIDING VALUES



No two districts are the same

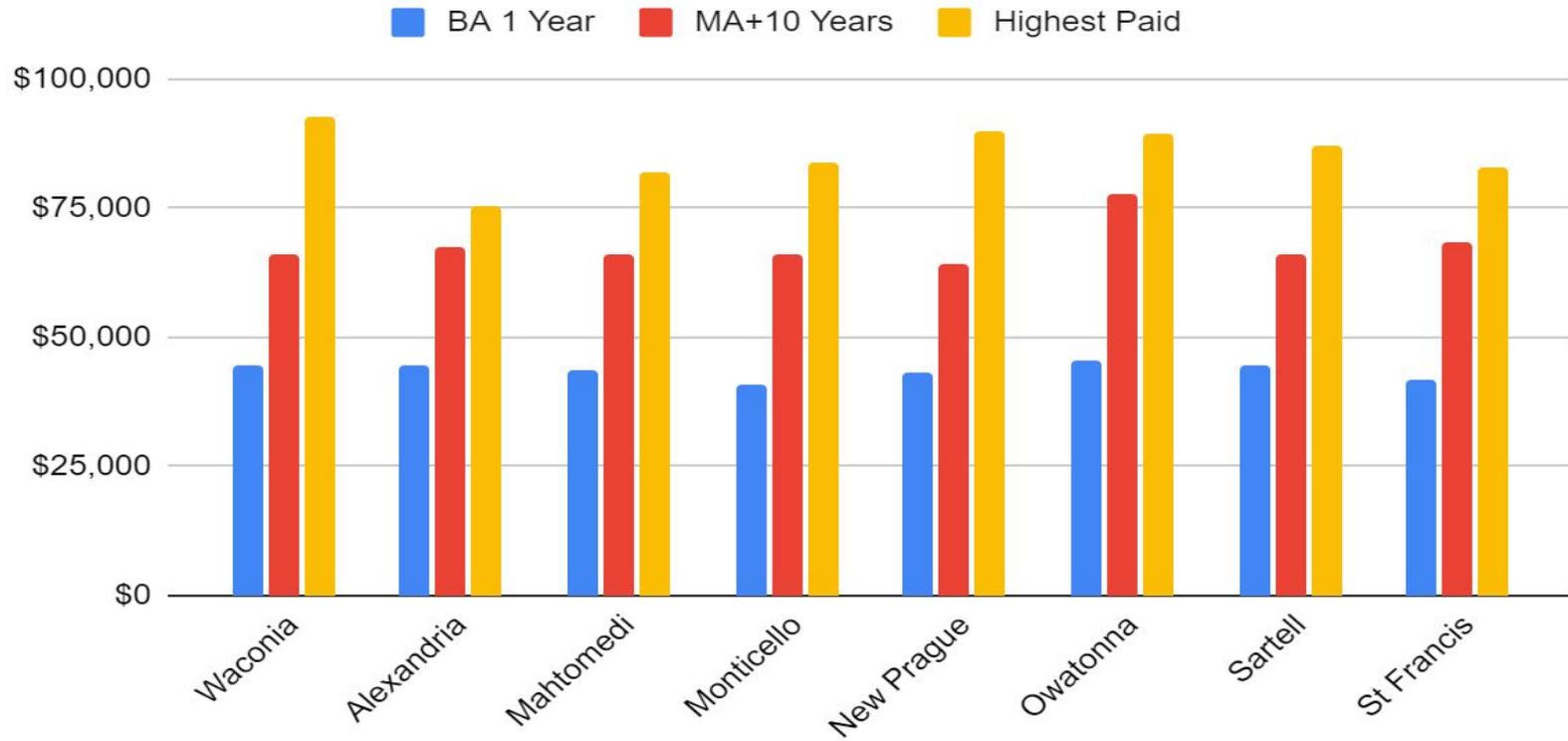
Larger districts tend to get more \$ (not just because they have more students)

- Voter Approval
- Per Student
- Compensatory
- Tax Base
- Other

School District	Proximity (w/in 150 mi.)	District Size (w/in 1,000)	High School Size (w/in 300)	Referendum Revenue Payable FY 24	Referendum Authority Per Student Payable 24	City Population (w/in 5,000)
Alexandria	132	4,100	1206	2,678,333	595	14,382
Austin	118	5200	1102	2,749,795	513	26,225
Belle Plaine	18	1575	167	0	0	7,485
Bemidji	218	4,971	1294	922,608	180	15,355
Central (NYA)	9	930	336	799,099	1,281	3,896
Dassel-Cokato	40	2300	591	1,823,273	788	4,200
Delano	17	2400	1200	1,633,178	620	6,838
Eastern Carver County	12	9,379	3000	15,408,415	2,212	62,037
Eden Prairie	18	8,861	2,828	29,625,283	3,100	64,198
Edina	26	8,473	2,860	20,784,962	3,095	53,094
Glencoe-Silver Lake	20	1523	528	836,646	554	6530
Hastings	56	4,300	1353	7,279,150	1,664	21,925
Howard Lake Waverly Winsted	27	1200	358	861,840	600	8680
Hutchinson	35	2761	922	867,365	311	15,000
Jordan	20	1900	610	0	0	8,777
Lester Prairie	17	490	236	368,314	694	1904
Mahtomedi	57	3,229	1129	4,557,882	1,572	8,075
Minnnetonka	16	11,106	3,200	27,235,210	2,950	53,266
Monticello	38	4,168	1189	3,022,978	674	14,584
New Prague	30	4100	1250	1,083,753	247	8,247
Northfield	56	3,988	1281	8,776,542	2,584	20,729
Owatonna	78	4,962	1374	2,851,470	542	26,398
Richfield	30	4,151	1,137	9,273,726	2,203	36,527
Sartell	75	4000	1318	2,008,268	480	18,000
Sauk Rapids-Rice	69	4,364	1260	0	0	23,862
St. Francis	67	4,234	1136	0	0	8,342
Waconia	0	3980	1288	4,800,163	1,057	13,071
Watertown-Mayer	12	1485	484	968,764	593	10,547
Westonka	13	2480	978	5,437,894	2,998	20,175



2022-2023 Salary Schedule Comparison





Thank You

Questions?