



Summer Learning Compensation Recommendations

WCPSS Board of Education Finance Committee Meeting

May 18, 2021

AJ Muttillo, Assistant Superintendent for Human Resources

Marcie Holland, Senior Director for Talent Management



Employee Eligibility

- Current certified and non-certified employees in 10- or 11-month positions who are **not** employed during Summer Learning Program operations
- Retired certified and non-certified staff
- External candidates also may be considered



Certified Staff Compensation Recommendations

- **\$45/hour or certified hourly rate if higher**
- **Legislated signing bonus of \$1200**
 - For National Board teachers or recipients of state reading bonus in grades 3-5 or a math bonus in grades 4-8
- **Legislated performance bonus for 3rd grade teachers**
 - \$150 per student - based on a student reaching proficiency
- **WCPSS attendance bonus of up to \$1200**
 - \$400 for 3 weeks (or one 2-week year-round session)
 - Additional \$800 for full 6 weeks



Non-Certified Staff Compensation Recommendations

- **\$20/hour or non-certified hourly rate if higher**
- **WCPSS attendance bonus of up to \$1200**
 - \$400 for 3 weeks (or one 2-week year-round session)
 - Additional \$800 for full 6 weeks



Staffing Timeline

- Summer Learning positions currently posted in AppliTrack
- Site Administrators manage hiring and submit recommendations to HR
- Employees hired via temporary contract
- Salary and bonus payment schedules to be finalized soon

Dialogue and Questions

WHAT   
STARTS
 HERE
CHANGES
 EVERYTHING.