

KUSD EMPLOYEE VALUE PROPOSITION

FOR 12-MONTH, FULL TIME EQUIVALENT EMPLOYEES



COMPENSATION

- Competitive salaries and hourly rates
- Raises/cost of living increases
- Timeliness
- Fairness



BENEFITS

- Sick time
- Vacation and personal days
- Paid holidays
- Retirement contributions to Wisconsin Retirement System
- Medical, vision and dental insurance
- Employer-paid HSA contributions
- Employer-paid long-term disability
- Life insurance
- Group short-term disability
- Tax-deferred retirement offerings



CAREER

- Stability
- Employer provided professional learning
- Collaboration to meet goals
- Evaluation and feedback
- Career progression



WORK ENVIRONMENT

- Safe learning and working environment
- Nurturing, caring and encouraging environment
- Building organizational capacity to adapt to change successfully
- Autonomy



CULTURE

- United among staff, students, families and all other stakeholders
- Inclusive of all individuals
- Treating all in a fair and just manner
- Building confidence through transparency
- Districtwide recognition program
- Peer recognition opportunities