

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held on Monday, April 14, 2014, at 5:32 pm, in the District Board and Training Room.

Attendance

Members in attendance: Eric Busse, Julie Creek Hessler, Deb Fritz, Kim Katzenmeyer, Rob Kostroun, Deanna Pickering, Dee Jay Redders, Tina Rossmiller, Jerry Roth, Chris Schullo, Kim Sperandeo-Wehner, and Jon Wopat. Absent: Gary Feldt, Jolene Hammond, Dave Kopf, Kyle McDonald, and Doreen Treuden. Others in attendance: Sandy Spanton Nelson.

Approve Minutes

Motion by Jerry Roth, seconded by Julie Creek Hessler, moved to approve the March 10, 2014, minutes as presented. Motion carried, voice vote.

Continue Discussing Compensation Models

Discussion continued on school models.

Northland Pines School District:

- +, opportunity to select between immediate new model start or transition period of implementation. Question: affordable to district?
- +, different classifications other than just classroom teachers (Model 1-2-3). Note: reading specialist not listed.
- +, honored master degrees, doctorate, NBC. Maximum gain, \$4,000 per year.
- +, presented clearly.
- -, if performance level not maintained, then decrease in salary.
- -, unsure on student component, other factors affect student performance such as personal life/special needs. Note: should be based on growth model.
- -, not clear how its determined where you start as new hire or are placed as current teacher.
- -, only one observation/evaluation period Note: this is not enough, would need several formal walk thru observations; hard to manage.
- -, student performance vs. teacher performance, hard to define student (maybe growth model), teacher = Charlotte Danielson as we currently use.
- -, cumbersome to budget.
- -, hard to mentor someone and manage your list of obligations.
- -, doesn't specify type of master's degree needed.
- -, no reference to PDP. Question: what is it equivalent to?
- -, define what is base level 3 vs. higher level 3. Question: who decides this? Scoring system would play a part in this.

Additional discussion/related questions asked:

- Longevity, how does District feel about longevity? If a package is lucrative, then does it take care of itself? Remove it off schedule, and then give as stipend later? How do you

balance new hire salary vs. current teachers with longevity (retaining) – models aren't sustainable. Should someone new start higher than a current staff? How do you pay equitably?

- Are we willing to pay more to attract high quality candidates? What about the 'hard to fill' positions? Hiring environment is getting competitive, no easy answers, up to the Committee to decide and develop a plan that both attracts and retains quality, within an amount we can afford.
- Pay on 'other' components, non-financial items. What 'others' are there that will draw and retain staff?
- Implementation, how does it look? Timeframe? What controls are needed?

South Milwaukee School District:

- +, more predictable.
- +, easy to understand, movement clear.
- +, ghost gives transition period.
- +, builds in way for administration to control costs of movement, based on what is allowable, built in admin checks.
- +, allows more credits for additional certificates (purposeful education).
- +, grandfathered lane.
- +, more equitable.
- +, easy to manage.
- +, smaller gaps between steps.
- +, slows growth of movement for education and budget.
- +, takes PDP and credits out of the model.
- +, movement based on evaluations.
- -, PDP is moot. Question: How make it work (adjust language)?
- -, requirements not clear (ref: Question #19).
- -, no automatic longevity, but could include if educator credentials defined.
- +, increases already built (500 jump/2,000 jump), add additional percent increase or flat amount to each across the board.
- Question: How do you add new money into this schedule? Excess from state minus amount for raises equals left over balance - how is this divided? (ref: Question #18) – Possible to divide balance as equitable stipends?

Set Next Meeting Date and Agenda

Next meeting date is Monday, May 12 from 5:00 pm -6:30 pm.

Agenda items: Monona Grove review. Review pros of all models. Prepare preliminary financial draft (pay scale/ monetary grid).

Adjourn

Motion by Dee Jay Redder, seconded by Kim Katzenmeyer. Motion carried, voice vote. Meeting adjourned at 7:00 pm.

Submitted by Tina Rossmiller, School Board Member

Approved: 5/12/14