

Evansville Community School District

Clerical Compensation Meeting

Minutes

Monday, Dec. 3rd, 2018

4:15 p.m.

Present: Mindy Larson, Jane Sperry, Raquel Michel, Jodi McIntyre, Jamie Merath, Jerry Roth

1. Sperry reviewed with the group the proposal from Nov. 5th meeting. Discussion of changing the compensation model from increases every 2 years to every 5 years instead beginning at 5 years. Employees would still be likely (not guaranteed) to receive CPI each year but at year 5 would be guaranteed to reach the comparable average of \$17.55.
2. Merath reported that the board would prefer to see everyone's compensation models at the same time, which the board hopes would be in April. If a group is not ready by April Merath will proceed with everyone that is ready and report the progress of all groups. The board goal is for the compensation models to take effect for the 2019/2020 school year.
3. Sperry requested clarification on the request for additional days off – it was decided this will be discussed in a future meeting.
4. Merath explained the intent of the compensation models is to review them annually. Reviewing such compensation models in the future will likely not be held to this degree each year but it is the intent to get a compensation model set up for each group that is comparable to the districts noted and get a good starting point for the next school year.
5. Roth reminded committee that the board is stressing the goal of the new compensation models are to be within the wage range and benefits of the comparable districts.
6. Sperry requested a revised compensation model that mimics the custodians scale which is increments at 5, 10, 15 and 20 years and additionally to figure in the longevity wage increase to these years vs the stipends.
7. Next meeting January 14th at 4:15p.m.
8. Meeting ended at 4:36 p.m.