

EVANSVILLE COMMUNITY SCHOOL DISTRICT
Custodians and Cleaners Employee Compensation Committee Minutes

The meeting of the Custodians and Cleaners Employee Compensation Committee took place on Tuesday, December 1, 2015, in the District Office Conference Room.

Attendance

Members present: Steve Maloney, John Rasmussen, Jerry Roth, Steve Scherber, Steve Shulta, Doreen Treuden and Kevin Wells. Others in attendance: Russell Hall.

Review and Adopt the Mission Statement and Goals

The Mission Statement and Goals were reviewed. Agreed by all to approve as presented.

Current State of Compensation

The work that is done this year will result in a compensation model that starts with the 2016-2017 school year.

Past Compensation Models and Review of Compensation Examples

Ms. Treuden shared handouts. Handout #1 – Old Collective Bargaining Agreement pages showing wage schedule. Handout #2 – five years of hourly wages for ECSD custodians and cleaners employees. Handout #3 – comparable hourly wage amounts from Rock Valley Conference schools.

Ms. Treuden discussed the basics of a job description document. Job descriptions are not procedure manuals for the position. Job descriptions provide very basic information such as: required skills, required education, reports to and responsibility level.

Process for job description review/revision discussed. Will get input from all custodians and cleaners staff on the ECSD job descriptions that are on file. Ms. Treuden and Mr. Shulta will get additional job description examples from other Districts.

Ms. Treuden will gather all the input/revised/reviewed job descriptions and create drafts to bring to the next Committee meeting for members to react to and revise.

Set Future Meeting

The next meeting will be Monday, January 11, 2:45 pm, in the District Office Conference Room.

Adjourn

Meeting adjourned at 3:15 pm.

Submitted by Ms. Treuden, Business Manager

Approved: 1/11/16