

EVANSVILLE COMMUNITY SCHOOL DISTRICT
CERTIFIED STAFF COMPENSATION COMMITTEE MINUTES

The Certified Staff Compensation Committee meeting was held on Monday, December 12, 2016, at 5:31 pm in the District Board and Training Center.

Committee Members:

Mason Braunschweig	Melissa Hammann	Dave Kopf	Christina Ross
Eric Busse	Katie Horgen	Rob Kostroun	Jerry Roth
Julie Creek-Hessler	Chrissy Humberg	Kyle McDonald	Mark Schwartz
Rich Fanning	Kim Katzenmeyer	JoAnn Mumm	Elizabeth Stalder
		Dee Jay Redders	Steve Swanson

Note Taker: Mindy Larson

Absent: Christina Ross, JoAnn Mumm, and Katie Horgen

Discuss Compensation Model

- Mr. Swanson, Ms. Katzenmeyer, Mr. Kostroun and Mr. Redders met to work on compensation models prior to this meeting.
- Mr. Swanson presented the compensation model.
- Mr. Swanson also presented the teacher compensation costing worksheet.
- Mr. Swanson commented that in order to make this new model palatable to everyone it was agreed upon that no one progresses any steps unless there is money available.
- Ms. Katzenmeyer commented that any teachers that were moved into one of the big cells last year were frozen on this model.
- Ms. Katzenmeyer said this costing also does not include anyone that currently earned a masters.
- Mr. Roth questioned how will we move these people? We may have to visit that issue when we find out how many people have currently received their masters.
- Ms. Hammann questioned that there are only 11 steps on the bachelors, once they hit step 11, they are stuck there?
- Ms. Katzenmeyer asked does this District want to take a position that PDP renewals have to get a masters to get over to the master cell?
- Ms. Creek-Hessler questioned about teachers getting nationally certified? How would we like to handle this?
- Mr. Roth asked would we like to cross that bridge when we come to it? Mr. Roth suggested that we build that into this model.
- Ms. Hammann questioned about PHDs? Ms. Katzenmeyer commented that there was not a PHD column on the old model.
- Mr. Braunschweig questioned how much money do we have available?
- Mr. Swanson said there is \$124,000 available and that includes the CPI.

- Mr. Roth questioned are the two hard to fill positions included in this model? Mr. Swanson said that they are included. Ms. Tyson is not included.
- Mr. Kostrun clarified that there are three scenarios on this model: some year's staff will be frozen in the cell but would get CPI, some years you will get cell and CPI and some years you would be frozen and there is nothing available.
- Ms. Katzenmeyer said after next year everyone will be on the model.

More discussion was held about different scenarios.

Ms. Katzenmeyer commented that one of the priorities was to shorten the steps.

Mr. Kostroun questioned what happens in years 2, 3, 4, or 5 when there is a deficit? Mr. Roth commented there could be a time where we have to lay off.

Discussion was held on CPI's being offered on the first cell for new hires.

Mr. Swanson commented that CPIs are not treated as a stipend it is treated as an increase to salary.

There were questions about the masters and bachelors steps. Discussion was held.

Mr. Roth said was hoping the goal in this model was to shorten steps, to make sure the youngest teachers were not stuck on lowest wage forever, and he believed also that the BAs were not stuck on 10-15 steps.

Ms. Humberg has an issue with MAs getting less of a raise than the BAs. Other issue if there are years were we are frozen for three years and the MAs still only get \$1,000 increase and the BAs get a \$1,400 increase.

Mr. Roth said that the District does not have the money to incentivize staff.

Mr. Roth commented that the purpose of the model is bringing in new people in a placing them.

Ms. Hamman questioned why can't we use the last year's model. Mr. Roth replied that we have to be able to incentivize new people.

Ms. Katzenmeyer said the question we have to answer is: does the CPI amount get put in to the cell? More discussion was held about adding money to the cells.

Mr. Roth commented keep the model as presented because it does not matter until there is finally enough money to make it to the next cell.

Mr. Roth said reality is we are not fully on this model until we can fully afford it.

Mr. Roth said let's get rid of levels. He doesn't think there is anything else to discuss.

Ms. Hammann still does not see how we can afford this with our budget.

Mr. Swanson said that built into this budget is \$124,000 that moved everyone over to 1.5%. This model gets us under \$124,000. The whole premise of the model is to first of all to get the dollars to the younger teachers and then to get everyone migrated to the model.

Mr. Roth said that there is still an issue with the model because it is over budget by \$15,000.

Mr. Roth's recommendation is to take out the one teacher of \$14,000 and leave the stipend part in. This would be the model going forward.

Mr. Roth said that Mr. Swanson would have to take out \$14,000 and come back with an updated model. The Committee would have to meet again in January.

Mr. Fanning asked for a model that is not alphabetized and would be in order by dollar amounts.

Discussion was held about new hires.

Ms. Creek-Hessler commented everything that we are talking about is way back when. That is part of education and until we change the way we fund education, we can't change that.

Set Next Agenda

Revised model.

Hammann asked that we receive minutes and model before next meeting.

Set Next Meeting Date

Monday, December 19 from 5:30-6:00

Approve Minutes

Minutes were reviewed. Motion by Mr. Braunschweig to approve the minutes, seconded by Mr. Roth. Approved 15/0.

Approved to adjourn

Motion by Mr. Braunschweig, seconded by Mr. Busse. Approved 15/0. Meeting adjourned at 7:25 pm.

Submitted by Note Taker, Mindy Larson