

EVANSVILLE COMMUNITY SCHOOL DISTRICT  
CERTIFIED STAFF COMPENSATION COMMITTEE MINUTES

The Certified Staff Compensation Committee meeting was held on Monday, December 19, 2016 at 5:41 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

Absent: Julie Creek-Hessler, Christina Ross, JoAnn Mumm, and Elizabeth Stalder.

**Review Compensation Model**

- Ms. Katzenmeyer commented the model includes CPI increase to all teaching staff, new staff included.
- Mr. Swanson presented the final compensation model.
- Mr. Swanson commented that this model is a model we can carry forward and is down to 22 steps.
- Model was discussed.
- Mr. Roth, Ms. Katzenmeyer and Mr. Redders will have to figure out a communication plan if this model is agreed upon. Katzenmeyer suggested that the whole committee be involved in the communication.
- Mr. Roth recommended that if we to take this to the Board then this committee get together and discuss talking points.
- Ms. Hammann presented her concerns about this model. She prefers to see more equivalent distributions.
- Ms. Hammann does not support this model.
- Mr. Roth said he appreciates Mr. Swanson and Ms. Katzenmeyer's work on this model. He also appreciates that this group understands the limits.
- Ms. Katzenmeyer told group to get questions out now. Ms. Humberg questioned if we do not have the money to move or migrate the people on, will they just get the same amount of money? Mr. Braunschweig said the bottom line is that everyone is in the model.
- More discussion was held on migration.
- Mr. Roth asked can we make a recommendation tonight?
- Mr. Swanson asked for a vote on model as presented and costing sheet.
- Mr. Kostroun added, with this model moving forward there are not automatic movements and that this model is only when money is available. Years when there is not money available, you will not be going backwards.
- Mr. Roth wants the understanding that this is a compensation committee not a negotiation committee.

Kostroun – yes

Busse – yes

Roth – yes

Braunschweig - yes

Humberg - yes

McDonald – yes  
Schwartz - yes  
Kopf - yes  
Horgen – yes  
Fanning - yes  
Swanson – yes  
Katzenmeyer – yes  
Redders – yes  
Hamman – No

Mr. Roth clarified this moves forward as a recommendation to the Board.

Mr. Redders asked moving forward are we going to deal with a contingency for hard to fill for all employee groups? Mr. Roth said that he does not think it is fair for this group to make that decision. He said that other employee groups should have a say in that too.

**Development of Recommendation to the Board**

Mr. Swanson will put this recommendation into a written document to present to the Board.

**Set Next Agenda**

To be determined.

**Set Next Meeting Date**

To be determined.

**Approve Minutes**

Minutes were reviewed. Motion by Ms. Katzenmeyer to approve the minutes, seconded by Mr. Roth. Approved 13/0.

**Approved to Adjourn**

Motion by Mr. Busse to adjourn the meeting, seconded by Mr. Roth. Approved 13/0. Meeting adjourned at 6:58.

Submitted by Note Taker, Mindy Larson