

Evansville Community School District

EEA Teacher Compensation Meeting Minutes

Monday, March 4<sup>th</sup>, 2019

4:00 p.m.

Present: Melissa Hammann, John Hanson, DeeJay Redders, Julie Creek-Hessler, Jamie Merath, Kathi Swanson, Jerry Roth, Michelle Klopp, Mark Stano

1. Roth made a motion to approve 2-11-19 minutes, Swanson seconded and motion passed.
2. Hammann expressed concerns about the negotiations strategy not being committee driven. She would like to address the districts goals and aspirations and tie this into the comp. model, with the value of a Masters, PHD, certifications and teachers seeking out additional trainings to make their classrooms better stated in the comp. model as well.  
She would like the committee to come forward with an interim proposal for next year and still work on a compensation model that outlines goals set back in October. Hammann would like agendas for each meeting moving forward, has agreed to create them, and requests that agenda items be submitted to her at least a one week prior to meetings.
3. Merath spoke about receiving a call after the meeting from Doris where she states to use proposal G and that everyone is on board. This is not what group had agreed to work up from Feb. meeting and is over the average comp.
4. Hanson feels the compensation and the outreach are two different things and maybe should be addressed separately.
5. Swanson suggested that for next year everyone get CPI and then keep working on a comp. model for 20/21.
6. Redders wants to make sure that people have a clear understanding and idea of where and how they are going to move with their salary and feels if just CPI is given for next year this will exasperate the issue and is concerned that staff will feel. He feels that moving to a reasonable compensation plan would be a good idea for next year.
7. Creek-Hessler added that with all the new programs needing implementation that she too feels it is important for staff to feel compensated for all their efforts.
8. Hammann believes that the market study would be a good starting point for future meetings.
9. Klopp feels the market analysis seems fleeting and could even show gender bias and does not feel it would be helpful.
10. Merath is concerned that if we don't pay going rates positions will go unfilled.
11. Roth feels by looking at the data it will help determine the direction to head and will allow for a more measured approach. Roth recommended that we move forward for 2019-2020 with the salary schedule proposal. That a compensation committee should work together to create a long term compensation model.
12. Klopp does not want to see years of service dismissed and feels a salary schedule needs to include this. Klopp also suggested that a model could address extra's (training, etc.) in a different way not included in salary schedule but as a bonus or explanation that the district would pay for additional trainings/credits.
13. Merath presented group with a spreadsheet that showed current salary and years of experience for each employee. She used proposal F and showed what the next five years would look like

for each employee and the cost to the district for each year. She also explained that it might be possible to use the est. \$192,000 CPI money and est. \$80,000 out of referendum money to meet the proposed first year on the spreadsheet. Year two could possibly be covered by CPI monies if it stays around that 2% mark. This model showed it would take everyone 5 years to get to the proposed F model.

14. The group discussed the years of experience should be TOTAL years of experience in the field and not just to the district. There are some discrepancies with the years of experience so Redders will be passing out a survey to teachers asking them to give their total years of experience in the field. The group feels this will be a great way to cross check and get personnel files as accurate as possible with the proper documentation from staff.
15. Hanson feels the spreadsheet presented by Merath is the right way to proceed and shows a serious notion to make everyone whole.
16. Hammann thanked Merath for the wonderful work with the spreadsheet and asked the group if they agree to propose the 1 year model to the board in April.
17. Redders will propose this to Doris.
18. The committee agreed that individual letters explaining salary for 19/20 would need to be sent out to each employee and face to face meetings to take place receiving no change in salary.
19. Swanson wants to make sure the committee has a plan so that items do not get forgotten or changed.
20. Merath & Redders will meet to come up with language to incorporate negotiation language in the proposal for the 19/20 school year to present to the board on April 10<sup>th</sup> based on the information presented in the spreadsheet.
21. It was discussed that negotiations pending CPI would happen late April Early May with board approval in May.
22. Discussion about when to hold the next meeting in June or April took place and when a market analysis would happen.
23. It was agreed that Swanson would gather their own information to bring back to the group. The group could then discuss if they will continue with moving forward with a compensation model or seek outside assistance to support moving forward.
24. Next meeting was scheduled for April 15<sup>th</sup> 2019 at 4:00 p.m. Agenda items are to be given to Melissa by April 8<sup>th</sup>.
25. Roth motioned to adjourn the meeting and Merath seconded. Meeting was adjourned at 5:46 p.m.