

Evansville Community School District
EEA Teacher Compensation Meeting Minutes
Tuesday, January 8th, 2019
5:15 p.m.

Present: Curtis Nyhus, Melissa Hammann, John Hanson, Mindy Doris, Dee Jay Redders, Julie Creek-Hessler, Jamie Merath, Mark Stano, Jerry Roth

1. Minutes from Dec. 4th meeting were passed out and reviewed with a motion to approve as is from Roth, second by Nyhus. Dec. 4th minutes approved 9-0.
2. Merath opened up meeting suggesting that she would like group to agree to a starting and ending wage for proposal by end of meeting.
3. Merath suggested the group consider wage guarantees. Example; At year ____ your salary would be ____.
4. Doris suggested a multi-year transition process.
5. Hammann suggested possibly having two models. One model with current staff and second robust model for New Hires. Would like to see money set aside to address MA, PHD and possibly MA + Credits.
6. Doris presented group with a revised Proposal E. The goal of this proposal is to get people to the top quickly and to incentivize people with a \$2,000 annual stipend for National Board Certification and a \$2,000 annual stipend for Doctorate.
7. Kathi Swanson joined meeting at 5:44 p.m.
8. Discussion on how other districts handle National Board certification took place as well as discussing comparable districts average and median salary to help determine starting and ending wages. The average salary is \$41,312 with a median of \$40,000 using comparable groups less Evansville.
9. Nyhus proposed a starting wage of \$41,500 and Doris countered with a \$42,000 starting wage. Doris asked if Jamie could cost out both starting wages.
- 10. Group discussed differences in starting wages – pros & cons and group agreed to start with a \$41,500 wage.**
11. Merath proposed an ending wage of \$73,500 and agreed to run a new proposal with a \$41,500 BA start and an ending MA wage of \$73,500 using years of service. Merath explained she is not able to use the credit steps accurately because the information on credits for employees is not in the system and has not been given to Human Resources.
12. Nyhus suggested that if we know the number of teachers with a Bachelor's degree that would help get an idea of how many people this might affect. Merath responded, thinking maybe roughly 35 employees have a Bachelor's degree.
13. Roth expressed concern with having a proposal to include BA+12 & BA+24 as this potentially causes a problem because of unpredictability, more lanes and larger increases.
14. It was suggested that requiring the old form "SALARY SCHEDULE MOVEMENT FORM" would help district with budgeting. Creek-Hessler will supply a form to Jamie.
15. Stano expressed his opinion with Teachers going from a BA to a MA. His feeling is since the state no longer requires credits and has the lifetime license the desire for people to move on the

scale to obtain a MA degree is not as common as before when teachers where required to take credits. Once you factor in the cost of school vs. the increase in wage the incentive might not be worth it for some. Roth and Nyhus mentioned surveying staff- "What incentives would you need to get MA degree".

16. Doris stated she received the letter that was presented to the school board regarding the two employees that moved from a BA to a MA degree the summer of 2018 and discussed her concern with the difference of wage increase for each employee. Doris feels when an employee moves from a BA to a MA the increase should be the same for all employees. The goal will be that this will be reflected in the new proposal.
17. Feb. 5th meeting was rescheduled to Feb. 11th.
18. March 5th meeting was re-scheduled to March 4th.
19. Redders moved to adjourn the meeting Nyhus second, meeting adjourned at 6:22 p.m.