

Evansville Community School District

EEA Teacher Compensation Meeting Minutes

Monday, October 7, 2019

4:00 p.m.

Present: Melissa Hammann, John Hanson, John Rasmussen, Julie Creek-Hessler, Jamie Merath, Kathi Swanson, Jerry Roth, Michelle Klopp, Mark Stano and Betsy Stalder

1. Creek-Hessler made a motion to approve the April 15th, 2019 minutes Hanson Seconded it. Motion passed.
2. Merath presented spreadsheet showing the market average (from our comparable districts) for Bachelors & Masters degrees compared to our current Salary Schedule, explaining that we are right in the mix for the starting base salary. Merath suggested extending the bachelor steps from year 8 to year 22 years.
3. Hammann feels salaries are still are bit skewed to our comps and would like to see how are actual salaries compare.
4. Swanson wondered if there was enough of a salary difference between Bachelor and Master's degree. Merath confirmed that the goal has been to make sure the Master's is always \$5,000 more between masters and bachelors.
5. Merath proposed keeping the starting wage for the 20-21 school year at the \$41,500.
6. Creek-Hessler suggested extending the bachelor model to 14 years and keeping the increase at the \$1,200 per step.
7. Swanson expressed concern with the rational of the salary schedule and is bothered by the market being the whole driving force.
8. Hammann spoke that she was not comfortable with the spreadsheet showing our salaries being much higher than the comparables as you look ahead.
9. Merath will add an average column showing Evansville's average salary for each year.
10. Stalder reported that she was not able to find much information on Compensation Models, but the information that she had found was that "bonuses" did not increase morale or student achievement. Stalder will talk to Mendy Dorris and see if she has more information.
11. Stalder asked how surplus funds will be allocated – Merath responded that Board will have their first opportunity to see the 19-20 budget at the Oct. 25th meeting. Stalder also expressed that she would like to discuss the priorities of the committee.

12. Merath asked group to think about the incentives (National Board Cert & Doctorate) and if committee wants to continue with them or keep focus on fulfillment of the salary schedule.
13. Discussion and concern was expressed about staff who did not get an increase last year – will they get a raise this year? Merath agreed to bring a list of people who fell into the category of no raise last year.
14. Group agreed they will need to address hard to fill positions and factor this in. Creek-Hessler would like to see what comparable districts pay their OT/PT services while Roth suggested seeing the comparable districts whole student services department. Merath will reach out to comparable districts about this.
15. Swanson suggested two rules to the committee:
 - a. Let people finish talking before cutting in
 - b. No side conversations
16. Monday, Nov. 11th will be the next meeting.
17. Stalder moved to adjourn the meeting, Creek-Hessler seconded and meeting was adjourned at 5:00 p.m.