

Evansville Community School District
EEA Teacher Compensation Meeting Minutes
Tuesday, December 4th, 2018
5:15 p.m.

Present: Curtis Nyhus, Melissa Hammann, Kathi Swanson, John Hanson, Mindy Doris, DeeJay Redders, Betsy Stalder, Jamie Merath, Mark Stano, Jerry Roth

1. Merath passed out requested Proposal work-up models A-E along, Teacher comparable Low/High pay average chart with and without Evansville figured in and meeting minutes from Oct. 30th meeting. Please note these new model work-ups include WRS and FICA.
2. Hammann suggested that minutes get approved by committee
3. Hammann wanted item (C.) Sustainable and (D.) Competitive added to the two goals listed on Oct. 30th minutes as she feels these were items she talked about at previous meeting.
4. Swanson made a motion to approve minutes with the above two additions, Redders seconded and motion passed 10 – 0.
5. Discussion about the models took place and Merath noted that on year 1 of each model was just to get everyone on the model. Doris was concerned that the models do not place teachers by years of experience and does not want mid-career people to feel the most squeeze which is what they have already been through. Redders passed out a work-up he had made outlining the wage impact that teachers have had from 2004 – 2016. Hanson noted that Teachers want credit for years of service and don't want to feel like they are moving backwards on the scale.
6. Merath suggested that this could be a multi-year transition
7. Hammann suggested extending the models to 30 years and reduce amount of lanes might be a way to get the longevity of employees on the scale.
8. Redders would like to see the model as transparent as possible to assure everyone gets on the schedule and is able to move along to maximize earnings with a clear, sustainable way to get there.
9. Doris passed out a Proposal E which the Teachers felt keeps employees moving in a forward direction and allows for movement on the scale for credits earned after Bachelors degree in 6 credit increments up to 24 credits until MA is met.
10. Much discussion about the Goal the district has for Teachers do complete education above a BA was had. Merath explained she did not feel that administration was focused or weighing heavy that a teacher in the district have a MA. Some committee members felt that cutting the BA column off after 10 years other than CPI increases leaves them stagnant and feeling less valued than a person with a MA degree. Others voiced that everyone has a choice on their educational goals and should not feel less valued it is just an educational choice they made. Having a clear understanding of the district's compensation chart that meets the goals of the group has laid out will help keep teachers from leaving the district and make informed decisions about the educational path they choose.
11. Hanson mentioned that maybe it would be nice to offer other benefits to employees for longevity as monies are squeezed – days off or paid education, etc.

12. Merath reported that the board would like her to present all compensation groups to them by April, if some groups are not ready to report then an update will be given to the board of their progress.
13. Discussion of where to start the compensation model was had and Doris expressed a concern that assigning a starting point is difficult without know the movement of the scale. It was agreed that Merath would work up a model using the Teachers proposal E with a starting wage of \$42,000 which the group felt addressed the concern of attracting new teachers. Merath reminded the group that the board wants proposals to be within the comparable districts and Roth indicated that Administration does value a MA degree and believes it has a positive impact on the individual as well as the students but reminded the group to be mindful and respectful of the financial impact this has on the district and that it may not be affordable all at once.
14. The group also agreed to remove Lane 2 (BA+6) and Lane 4 (BA+18) from the proposal and increase to 20 steps.
15. National Board of Certification discussion took place and group would like Merath to check on Comp. districts and see how they handle this certification. Doris explained the individual does receive a stipend from state of WI each year for 10 years after certification is obtained. Roth suggested since the state financially provides a stipend the District use the suggested using the \$1500.00 stipend somewhere else in the compensation model.
16. Merath shared the responses from the e-mail from staff who have earned the MA degree with no compensation. Two people received their MA this summer and have not yet been compensated. The survey expressed that Teachers felt they would not be compensated for obtaining a MA degree. Roth explained these two Teachers that obtained their MA this past summer need to be on board agenda to get approval for wage increase. Currently the schedule when moving from a BA to MA would be to move to the top of the MA or to the next corresponding step that is at least \$1500.00 more than current salary.
17. Final discussion on how Teachers will be placed on revised proposal took place – Merath and Roth concerned of leg work and accuracy of employee records of degree credits to place on scale accurately. Doris suggested that at the next meeting it would be discussed and decided where people would be placed on the scale.
18. Next meeting was previously scheduled for Jan. 8th at 5:15 p.m.
19. Meeting ended at 6:47 p.m.