

Evansville Community School District
EEA Teacher Compensation Meeting Minutes
Tuesday, October 30, 2018 - revised
5:15 p.m.

Present: Curtis Nyhus, Melissa Hammann, Kathi Swanson, Julie Creek-Hessler, John Hanson, Mindy Doris, DeeJay Redders, Betsy Stalder, Jamie Merath

1. Merath presented group with Low and High Salary chart from the board approved comparable districts.
2. Doris explained the two goals the EEA group would like to see reflected:
 - a. Objective and transparent movement on salary scale
 - b. Attainable top salary around 16 years
 - c. Sustainable wages
 - d. Competitive wages
3. Hanson brought up discussion about losing teachers historically around the second quarter file seemingly based on salary.
4. Discussion was also had about the current compensation model which was adopted in 2016 not being able to address all teachers. EEA members also expressed concern about Teachers obtaining their Master's degree and not being compensated for it.
5. Board members expressed they want to make sure raises are sustainable. The referendum has only been earmarked for a small percentage to be used towards salary. The current year surplus the District has is from open enrollment and reminded that they understand that is a onetime revenue gain whereas salary costs are ongoing. It is assumed at this point models would start for the 19-20 School year.
6. Board members want to make sure Teachers that have obtained their Master's degree from 2016 to present have been compensated – Merath will look into this.
7. Other concerns the group wants to see addressed:
 - a. Everyone with a Master's degree needs to be compensated
 - b. Everyone needs to be Equitable & everyone needs to follow the model
 - c. Value of Master's degree
 - i. Would like compensation model to include credit incentive
 - d. PHD compensation?
 - e. Is there a value to National Board Certification
 - i. Reward with paid days off
 - ii. Reward with Stipend
 - f. Define "hard to fill positions"

- i. Hire long term sub before hiring 1st person at interview
8. Proposal was made by Hanson to start compensation model with a low at \$44,000 ending at 16 years with \$76,000. Proposal was then made by Hammann to start compensation model with a low of \$41,000 and high of \$72,682 adding 2.6% to these figures as they were last year's salaries on district comparisons. Merath agreed to work up a few different starting and ending points for next meeting.
9. Merath explained the model work up will start with years of experience.
10. Next meetings dates were planned for 5:15p.m. to 6:15 p.m. on Dec. 4th, Jan. 8th, Feb. 5th and March 5th.
11. Meeting ended at 6:22p.m.