

Evansville Community School District

EEA Teacher Compensation Meeting Minutes

Monday, November 11, 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, Dee Jay Redders

1. October 7, 2019 meeting minutes were discussed and spelling errors were pointed out and to be corrected. Roth made a motion to approve the October 7, 2019 minutes with the correction of the discussed spelling errors and Swanson Seconded it. Motion passed.
2. Merath presented two spreadsheets one for bachelor degree & one for master's degree. Each showing market average salary and Evansville's average salary and how this compares with our current salary schedule to 13 years. Group agreed schedule should go to 14 years. It was noted that by extending the salary schedule to 14 years all certified staff with a bachelor's degree would receive raises for the 20-21 fiscal year. Merath explained it could take a couple years to be able to extend the Bachelors lane from 14 years to 23 years and still be obtainable and affordable.
3. The committee still discussed the small group of certified staff that are currently making more than the salary schedule identifies for their degree and years of experience, and about past employees being hired over the salary scale. Roth explained that there are times when positions are hard to fill and therefore some employees have been brought in over the salary scale. Roth also added that he feels people should not be punished if they were brought in at a higher salary than the scale as he too believes everyone deserves a raise – CPI at minimum.
4. Swanson suggested a policy be written on the definition of "hard to fill" positions so that everyone is on the same page. She further suggested "hard to fill" positions be discussed on an annual basis due to the changing nature of such positions.
5. Redders suggested that the district establish a clear process for hiring as well. Merath will check handbook to see if there is any language on hiring processes and work to create guidelines and processes for hiring.
6. Redders asked if a certified staff member with more years of service then the bachelors lane has and they receive their master's degree will the certified staff members salary be increased to the equivalent years of service under the master's lane or the \$5,000 increase that is scheduled?
7. Swanson asked if there was a max pay for each scale. Merath responded; Masters max salary would be \$72,900 and Bachelors would be \$67,900 if we extended to 23 years. Committee agreed that these top cells would not change until the starting wage changed. Certified staff that are at these salary levels would not see an increase if they are at the top of the salary scale.

8. Swanson explained she was not comfortable extending salary scale to 23 years just because the numbers worked. Merath explained that the proposal of scale goes to 23 years because it works with the annual CPI increase.
9. Merath explained to group she would like to take a proposal for the 20/21 salary schedule to the Board Budget Retreat in January.
10. Creek-Hessler stated she believes everyone who is doing their job and doing what is expected of them should deserve a raise each year.
11. Klopp suggested that maybe a stipend be given for "hard to fill" positions.
12. Creek-Hessler suggested that breaking out Speech & Language, School Nurse, Social Workers, OT and PT, Sign Language Interpreter and School Psychologist might help with salary scale issues. Redders agreed to bring back market comparable to next meeting.
13. Roth asked for a vote; "Are you in favor of a \$250.00 minimum raise to everyone regardless of where they are on salary scale"? No votes =9 and Yes votes =2. Group decided to stay consistent and focus on everyone getting whole.
14. Roth asked for another vote; "If an employee exceeds the salary scale should they get a stipend that would be equal to the lowest amount of increase? No votes =2, Yes votes =7, abstained votes=2
15. Merath re-stated that the hope is to get everyone whole in about 5 years if we don't have a lot of changes to our starting and ending salaries. We still have to make sure we are comparable every year.
16. Creek-Hessler suggested that a letter still be sent out too staff to explain long-range plan. Redders agreed this would allow people to see a pathway to their top earnings, which will help attract and retain people.
17. Roth moved to adjourn the meeting, Klopp seconded and meeting was adjourned at 5:35 p.m.