

Evansville Community School District

EEAA Compensation Meeting

Minutes

Monday, Oct. 16, 2018

5:15 p.m.

Present: Lindsay Reese, Mary Anderson, Mindy Doris, Kathy McCoy, Tina Thorton, Catherine Schuett, Kathi Swanson, Melissa Hammann, Curtis Nyhus, Jamie Merath, Jerry Roth

1. Merath passed out 3 proposals (A-C) which included the compensation model and costing. Explanation was given about longevity cells and time was given to review proposals.
2. Discussion about pushing longevity benefit to start at 13 years vs. 10 years as this is more typical.
3. Merath announced she hopes to take a proposal to the board by December with a recommendation from group to move forward.
4. EEA Representative asked if pay where to change when would it take effect. January 1st or retroactive to start of school. Roth explained this would be up to the school board but he is under the assumption it would be effective for 2019/2020 school year. EEA representative was hoping the increase would start effective January 2019 which would help keep employee's here. Merath agreed to work out what the cost would be to the district if the wage increase was to start in January vs. July.
5. Much discussion was had about starting wage reflecting years of experience. EEA Representatives wanted to make sure that if a new hire has experience the experience needs to reflect actual position experience. Pertinent experience only should be counted when determining starting wage. The group is requesting clarification of job descriptions for Education Assistants and Special Ed. Educational Assistants.
6. The group requested that Merath rework Proposal C which starts at \$14.05 and an longevity increase of \$.50 at year 10, \$1.00 increase at year 15 and \$1.50 increase at year 19. Roth liked the idea of the longevity benefits mirroring the health insurance benefit. This schedule would hopefully meet the average high by year 19. The average high is \$18.83 with a 1% increase per cell.
7. Swanson wants to support a plan that will not need to use fund balance
8. Roth and Merath explained that this might be a multi-year progression and might not happen all in one year. Administrators expressed that compensation models should be reviewed on a regular basis. The EEA group expressed concern that this discussion started last year and would like a guarantee that there will be an increase by next year.
9. EEA group requested job descriptions and qualifications for District office staff, all clerical and Administrative Assistant positions. Merath agreed to get these to the group.

10. Nyhus asked if it was possible to review exit interview data to determine employee's reasons for leaving the district. Roth will discuss this with Hovorka and see if this data can be retrieved.
11. Merath will send out new proposals to group a couple days before next meeting.
12. Next meeting scheduled for Nov. 12th at 5:15 p.m. in District Board Room.
13. Meeting ended at 6:15 p.m.