

Evansville Community School District

EAAA Compensation Meeting

Minutes

Monday, Nov.12, 2018

5:15 p.m.

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

1. Introductions to welcome new member to committee
2. Doris wanted to address the goals the group has come up with:
 - a. EAAA starting salary at/or above the median comparable starting rates
 - b. A multi-year plan if we can't achieve Board and staff goals within one year
 - c. A schedule that the District is confident can be used to hire employees within the schedule.
 - d. Achieve the median high salary rate after 10 years
 - e. A sustainable schedule that provides annual movement/CPI bargaining each year
 - f. Discuss aligning secretarial pay with building administrative assistant pay
3. Jerry suggested that he would like to see the two secretaries as well as Griffin out of the EAAA Union.
4. McCoy expressed she feels it is difficult addressing such a diverse group as the EAAA group as within the group there are many different job duties and salaries. She requested a job description for the Educational Assistants. Merath will provide her with that.
5. There was a suggestion about making one Clerical Group – Roth was concerned about Admin. Assistant Group joining a union group because of the confidentiality and sensitive nature of their work.
6. Hammann passed out a compensation model with a \$14.05 starting wage for the 19-20 school year and a salary goal of \$15.50 by 20-21. Roth reminded everyone that these rates are not a guarantee.
7. The group is trying to come up with a model that will touch on all the goals of the group. Roth suggested that we may need more information from our comparable districts so that we are comparing apples to apples. Merath agreed to do some more calling to the districts and see if she can get more information about the high pay, years of service and education.
8. The group Referenced that Model C (which was passed out at prior meeting) allows for everyone to be addressed. The committee also wanted to remind the board that out of the group 27 people have been with the district less than 8 years.
9. Merath explained that during the Nov. 28th board meeting she will be giving compensation meeting updates to the board.
10. Next meeting scheduled for Dec. 13th at 5:15 p.m. in District Board Room.
11. Meeting ended at 6:15 p.m.