

Evansville Community School District

EAAA Compensation Meeting

Minutes

Thursday, January 10th, 2019

5:15 p.m.

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

1. Merath opened meeting by asking for approval of December minutes. Schuett would like the paragraph that states "Group agrees with the starting wage of \$14.05" changed to "Group agrees to have Merath cost out a model with a starting wage of \$14.05". Roth made a motion to approve December minutes with change stated, Schuett seconded. Motion carried 10-0.
2. Merath passed out Revised Proposal C with a starting wage at \$14.05.
3. Discussion on whether or not to include the 24+ column, which pushes wage in this column above comp. models took place. Doris would like to keep the 24+ column as it allows the small # of veteran staff (approx. 9) to kind of catch up from wages being below comp. levels and staying with district.
4. Discussion of replacing the 24+ column with a \$2,000 annual stipend took place. In addition, discussion on whether all groups would receive the same stipend at 24 years of employment or if stipend would be based on hours worked. For simplicity purposes, the group decided that all stipends should be the same amount no matter what position you hold within the district.
5. Roth made a statement cautioning group not to get to aggressive with proposal and with the budget still unknown and all other groups to be considered he wants to make sure group does not get their hands tied. Roth acknowledges this group needs to be increased but wants to caution group to stay within comp. district wages.
6. Discussion of starting wage at \$14.05 and going to board in spring to bargain CPI vs. \$14.50 with no negotiating for 19/20 school year took place.
7. Schuett would like to see the 24+ schedule used.
8. Swanson would like to see the cost difference of using the 19+ year w/\$14.50 start & stipends vs. 24+ year w/\$14.50 start schedule & no stipends.
Merath explained when using the \$14.50 schedule to 24+ years and no stipends it exceeds the high end comps. and the high end comparable comp. is \$18.79. When using the \$14.50 schedule to 19+ years & no stipends this model would still be 5% above comps.
9. Doris suggested using the \$14.50 model to 24+ years with no bargaining for 19/20 school year.
10. It was noted that using the \$14.50 model is a 16% raise which is quite significant.
11. Roth explained he is more comfortable with using the \$14.50 model to 19+ years & no bargaining because using the 24+ years takes group outside comps.
12. Swanson questioned the basis of using a 24+ model, also likes the idea of using the \$14.50 model to 19 years but with stipends to reward longevity.
13. A discussion took place of other groups requested stipends amounts.
14. Group agreed to propose a \$14.50 starting wage through 19 years with a \$1,500 stipend at 25 years.

15. Doris passed out a Compensation Issues sheet and each of the seven Issues were briefly discussed.
- a. **The Group would like to be FMLA eligible.** Roth would like to take this to the policy & handbook committee as he feels since this group is being paid 1288 hours and the eligibility for this benefit is 1250 hours that this group should qualify.
 - b. **Group is requesting to be paid for all snow days up to 5 days.** Currently group is paid for 1 snow day. A small discussion took place and Merath & Roth will look into this.
 - c. **Retirement Benefits.** Group requesting to have parity with the Admin. Asst. retirement benefits.
 - d. **Training Time.** Group would like to see training time and or shadow days for new hires. Roth and Merath will keep this on their radar. It was noted that some of this has already been occurring with recent hires.
 - e. **Sick and Personal leave.** Group would like to omit this from handout.
 - f. **Vacation Accrual.** Group would like to see vacation accrued. Priority is with 10.5 month employees who currently only have 1 week, they would like group to be able to earn up to 2 weeks.
 - g. **Pay for Additional Training and Certifications** – CNA License, substitute license, teaching license, etc. Group is wondering if the district has a need for this certifications or would be willing to offer incentives for such trainings. Merath did let the group know that the district does currently pay for special education assistants DPI license, which is \$100.
16. No other meeting was set and Roth moved to adjourn the meeting and Schuett seconded. Meeting was adjourned at 6:25 p.m.