

**Evansville Community School District**

EAAA Compensation Meeting

Minutes

Thursday, Dec. 13<sup>th</sup>, 2018

5:15 p.m.

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

Catherine Schuett made a motion to approve minutes from Nov. 12<sup>th</sup> with amended changes as discussed. Motion seconded by Kathi Swanson. Motion carried 10-0.

Mindy Doris presented proposal that included one additional longevity jump at 24+ years.

Merath reminded that all proposals should still stay within the compensation model.

Doris wanted to bring attention that the starting wage for an Administrative Assistant & Crossing Guard is \$18.00 per hour, where it would take an educational assistant approximately 10 years to meet this wage.

Discussion about comparable districts and their compensation models. Merath reported that three districts have compensation models that have a 3, 7 and 9 year schedule to reach top. Four districts have no compensation model but every year staff receive the CPI increase.

Hammann expressed that the board wants to do what is best for employees but the funding might not support this. She wants to encourage a full and good conversation about compensation and have the committee bring a proposal to the board by April. It is agreed by many committee members that this group's entry level salary is low and needs to take priority.

Discussion about presenting a two-year plan vs. a one year plan to board and agreeing to a starting wage.

Roth likes the idea of a two-year plan but explained it is easier for the board to process one year proposals at a time since all groups are being looked at. He also pointed out that it is already difficult for board to look into second year at this time because we do not know the funding yet, especially during a biennium budget year.

Group agrees with the starting wage of \$14.05 per hour effective for 2019-2020 but would like the model to extend to 24 years.

Hammann noted that even with a starting wage of \$14.05 for next year it is still \$.50 per hour too low and is concerned that proposal will not be competitive enough.

Swanson & Roth acknowledged the wage might still be a little below average and this group is a top priority; however the \$200,000 monies to be used for salaries over the next five years is for all employee groups. Nyhus feels the \$14.05 starting wage is in a positive direction.

Swanson noted that it will be easier to get the whole picture once the board is able to see all proposals.

After more discussion it was agreed that Merath would work up a compensation model using a \$14.50 starting wage and make one model 19 years and one model 24 years and present at next meeting.

Swanson would like to know the financial impact of stopping the model at 19 years and rewarding years of service with a stipend each year after 19 years as she feels people should be rewarded for longevity and commitment to the district. She also feels stipends should be the same no matter what position you hold within the group.

Roth is concerned that we cannot get the starting wage to average but the model proposed by Doris is above our compensation models when it comes to high pay of the scale. Roth reminded that all wages on scale should stay within in the comparable groups.

Schuett would also like group to receive the following benefits:

Federal FMLA instead of State

All snow days paid

Retirement to be the same as other groups

Merath will report on these benefits at next meeting scheduled for January 10<sup>th</sup>, 5:15p.m.

Meeting ended at 6:30 p.m.