

**Evansville Community School District**  
EEAA Compensation Meeting Minutes  
Wednesday, January 8, 2020  
4:00 p.m.

Present: Mary Beth Anderson, Mindy Doris, Melissa Hammann, Jamie Merath, Jerry Roth, Kathy McCoy, Lindsay Reese, Dawn Yeager, John Rasmussen, Kathi Swanson

1. Swanson made a motion to approve the December 9, 2019 minutes, Anderson seconded the motion. Motion carried 10-0.
2. Merath emphasized that compensation meetings are not negotiation meetings. The board does plan to have to bargain with this group. Merath explained that these meetings are for the committee to decide if they agree on the current salary schedule for this group and what we would like as a group to present to the board.
3. Swan expressed that she does not support a proposal going forward that exceeds CPI and feels the group needs to discuss the starting wage
4. Doris responded that even though the market data shows our starting wage appearing to be low, it is hard for employees with several years of service not to see wage increase.
5. Merath suggested that group needs to decide if we are more concerned with new hire salaries or current employee salaries.
6. Hammann responded that the board has expressed interest in entry level salaries remaining competitive.
7. Swanson asked group if somehow money could be added to the salary "pockets" or steps that appear to be under market value.
8. McCoy asked committee if a new hire could potentially make more in 4 years then someone who has been her longer? Merath answered that they could make sure to not overstep current employees.
9. Doris asked if there was a way to discuss parity to other groups. OPEB discussion.
10. Swanson agreed this is worth a re-visit at some point and would like to understand the history, language used and cost impact.
11. Anderson suggested that maybe earlier employees getting the wage increase while older employees retirement benefits with the understanding that group is not to fall behind on wage.
12. Roth explained that monies after CPI can be concerted.
13. Yeager discussed her concern with the handout data is hard to use as it does not provide years of service so we do not know how long it took someone to get to the end salary documented.

14. Group voted to stay within CPI for this next school year, talk about distribution at a later date and to be mindful of where the group sits compared with their comp. districts.

Vote passed 10 – 0.

15. Roth moved to adjourn the meeting and Swanson seconded it. Meeting was adjourned at 4:53 p.m.