**Evansville Community School District**

EEAA Compensation MeetingMinutes

Monday, December 9, 2019

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. Roth made a motion to approve the November 13, 2019 minutes, McCoy seconded the motion with the following changes to be made:
	1. #3 change Abby Beyerl to read Abbey Tway
	2. #6 correct spelling of the word “didn’t”

Motion carried 10-0.

1. It was noted that Schuett did make a proposal to the Employee Handbook committee but she will need to re-submit request to include findings from Edgerton’s snow day policy.
2. Merath passed out a costings spreadsheet that shows salary schedule for 20-21 rate and Doris passed out the proposed rate sheet using a 1.75% increase.
3. Doris asked how EEAA group compares with comp. districts
4. Merath responded that there are a few groups that are still below market value – and there are still some groups that are not fully funded yet (with the hope they will be in 2-4 years). Merath explained that employees will get CPI every year with a guarantee to hit the target salary rate at the 5,10,15,20 + years according to their schedule. Merath hopes to have most groups ready with their proposals ready for the January budget retreat, so that they can see the big picture.
5. Doris would like to see the projected starting salaries for 19-20 and 20-21 for our comp. districts so we know how we are comparing with them.
6. Merath and Hammann responded that it is important to keep data the same for all groups and everyone is using the 18-19 comps. Hammann suggested getting 18-19 starting and ending salaries and 19-20 if available for just EA’s.
7. Group discussed if daycare experience should be counted as relevant experience for an EA position. Group will hold their original decision to NOT count childcare experience as relevant.
8. Next meeting was scheduled for January 8th at 4:00 p.m.