

EVANSVILLE COMMUNITY SCHOOL DISTRICT
CERTIFIED STAFF COMPENSATION COMMITTEE MINUTES

The Certified Staff Compensation Committee meeting was held on Monday, November 7, 2016, at 5:32 pm in the District Board and Training Center.

Committee Members:

Mason Braunschweig	Melissa Hammann	Dave Kopf	Christina Ross
Eric Busse	Katie Horgen	Rob Kostroun	Jerry Roth
Julie Creek-Hessler	Chrissy Humberg	Kyle McDonald	Mark Schwartz
Rich Fanning	Kim Katzenmeyer	JoAnn Mumm	Elizabeth Stalder
		Dee Jay Redders	Steve Swanson

Note Taker: Mindy Larson

Attendance

Absent: Eric Busse, Julie Creek-Hessler and JoAnn Mumm.

Review Goals.

Priorities Reviewed.

-Discussion was held on longevity.

- Priority #1 - it was decided that this always an ongoing priority.
- Priority # 2 - delete.
- Priority # 3 - discussion was held on the word “longevity”. Changed priority to: Cell advancement based on satisfactory performance.
- Priority #4 - group reviewed different cell increases. Deleted priority #4.
- Priority #5 – decided to keep this priority.

Group agreed that those are propertities to maintain.

Discuss Compensation Model

- Ms. Katzenmeyer suggested to keep all cell increases the same.
- Mr. Roth wondered how the younger teachers would catch up to the teachers that have been in the District longer.
- Ms. Katzenmeyer commented that the same expectations are the same for all teachers in the District.
- Ms. Humberg wanted to clarify where the new hires will be starting.
- Mr. Kostroun reminded group that the goal is to attract and retain teachers in this District.
- Discussion was held on the 20-year scale model and redistributing cells.
- Committee’s goal is create a model that is fair and equitable.
- Group directed Mr. Swanson to take this model and get rid of big jumps and redistribute. Group wants to look at a more even distribution.

Group has asked Mr. Swanson to look at redistribution of dollars and length of cells.

Ms. Katzenmeyer suggested that the group philosophy is not to go backwards on the scale when moving from BA to MA.

Set Next Agenda

Continue to discuss compensation model.

Set New Meeting Date

Next meeting is Monday, November 21 at 5:30 pm.

Discussion was held about making meeting longer if progress is not being made.

Approve Minutes

Minutes were reviewed. Mr. Swanson will forward wording of priorities to be included in minutes.

Compensation Model Funding Priorities Going Forward

Priority - BA to MA movement - Move to MA step that provides not less than \$1,500 increase

Priority - Cell advancement based on satisfactory performance

Priority - Stipend to senior lane

Priority - Increase the senior lane cells to absorb senior staff lane

Approved by Compensation Committee on November 7, 2016

Adjourn

Motion by Mr. Roth to adjourn meeting, seconded by Ms. Katzenmeyer.

Meeting adjourned 6:36 pm.

Submitted by Mindy Larson, Note Taker

Approved: 11-7-16