

EVANSVILLE COMMUNITY SCHOOL DISTRICT  
CERTIFIED STAFF COMPENSATION COMMITTEE MINUTES

The Certified Staff Compensation Committee meeting was held on Wednesday, October 19, 2016, at 5:35 pm in the District Board and Training Center.

**Committee Members Present:**

List the members:

Committee Members:

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

**Welcome and Purpose**

Mr. Braunschweig opened the meeting and turned it over to Mr. Swanson. Welcome by Mr. Swanson. Introductions were held.

**Review Past Goals and Priorities**

All had received a copy of the Teachers Compensation System Mission Statement and System Goals prior to the meeting. These were reviewed. Discussion:

Ms. Katzenmeyer reviewed previous goals

Ms. Katzenmeyer also reviewed previous priorities

1. BA and MA movement
2. Professional Development steps
3. Moving to next level
4. Stipend to senior lane
5. Make another step to longevity

Discussion was held about goals #4 and #5. Goals were clarified

-Ms. Hamman suggested updating goals # 6 to read: Develop a **competitive** compensation system based on annual revenue.

-Discussion was held regarding 20 hours of Professional Development.

-Mr. Kostroun reiterated to ask questions and to be honest with the people that we represent.

-Compensation model needs to be more than just a dollar amount

-Mr. Roth asked about combining goals #4 and #5?

Are you going to compensation people to be on this committee?

-Mr. Kopf question how much money are we working with?

Mr. Roth commented it is 1.5% out of last year's revenue budget for each employee group

Ms. Hamman said that at the next committee meeting there will be an exact dollar amount

-Mr. Redders questioned the some of the administrators getting additional funds last year?

Did those additional dollar amounts come out of the 1.5% funds?

-Ms. Katzenmeyer are there additional monies available to put in the teacher compensation model to keep the hard to fill positions?

-Mr. Roth employee group committee has been looking at the groups being at least conference average.

#1 Goal #1 reviewed – approved 16-0

#2 Goal #2 reviewed – approved 16-0

#3 Discussion was held on using the words “support or compensation”

Mr. Schwartz developed a new goal #3.

“Develop a competitive compensation system based on annual revenue which provides support as they strive for excellence” - approved 16/0

Ms. Hamman left meeting

Removal of goal # 4 – approved 15/0

Removal of goal #5 approved 13/2

Goal #6 was incorporated to goal #3

Mr. Roth suggested starting with priorities at next meeting and also discuss compensation model

Mr. Swanson will supply electronic version of compensation model

Date of next meeting: Monday, November 7 at 5:30

Ms. Larson read minutes to committee.

#### **Approve Minutes of October 19, 2016, Meeting**

Motion by Mr. Roth seconded by Mr. Braunschweig moved to approve the October 19, 2016, minutes as presented. Approved 15/0

Ms. Katzenmeyer made motion to adjourn

Seconded by Ms. Creek Hessler

Meeting adjourned 6:47 pm.

Approved 15/0

Submitted by Mindy Larson, Note Taker

Approved: 10/19/16