

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Support Staff Employee Compensation Committee Minutes

The Support Staff Employee Compensation Committee meeting was held Wednesday, January 8, 2014, at 5:30 pm in the District Board and Training Center Room.

Members in attendance: Mary Beth Anderson, Eric Busse, Linda Gard, Barb Krumwiede, Mindy Larson, Kelly Mosher, Ivy Otto, Sue Parsons, Tina Rossmiller, Jerry Roth, Jane Sperry, Tina Thornton, and Doreen Treuden.

Ms. Treuden volunteered to take the minutes.

Mr. Roth welcomed all and shared that there is a lot on the agenda and we probably won't get to it all tonight. What we don't get to tonight, will be added to the next meeting.

He asked for members thoughts on why we are meeting. Thoughts shared:

- since no bargaining group, to discuss bargaining issues;
- with no negotiations, discuss wages and compare to other schools;
- to discuss a new structure if needed or if the old structure worked well.

Mr. Roth shared that he would facilitate between the members and the Board and that this group involves additional staff, as part of the support staff group. If members have questions, make sure you let the entire group be aware of them, for open communication. Mr. Busse reminded all that this is not negotiations and the information from this Committee will be presented to the entire Board at the end of the process.

Mr. Roth shared a document that showed information on pay schedules for each group that was used in the past. Information from other districts, showing comparable wage information had been shared with members prior to the meeting.

Mr. Roth shared a draft document of potential goals for the Committee and the Teachers Employee Compensation Committee to consider. The intent is to have both Committees' have the same goals. Discussion of each goal took place:

- happy to see #1; job descriptions, of which Mr. Roth's goal is to have a job description in place for every employee by the start of 2014-15;
- #3, definition of support?; we are not asked to be at meetings; #1-#3 are acceptable;
- an example of #4, when someone is performing at a high level for their position, this could pertain to more compensation;
- #5, all are looking to do better in their positions; have moved away from feeling like working together and have been working as individuals; District needs to provide opportunities for staff to be innovate and provide flexibility;
- No changes for #4 and #5.
- Mr. Roth shared his thought on #6: with 80% of District money going towards salary and 20% on operations, if we came up with a reasonable amount of money to spend on salaries and operations each year, could set a percentage and then if there is a surplus at

the end of a school year, consider a stipend for all staff, and in years with no left over money, no stipend. This would be a stipend and not a bonus. Discussion.

Mr. Roth read an example of a mission statement and will forward to all.

Next meeting will discuss mission statement, review the goals, and meeting will be 1.5 hours, at the request of the Committee.

Meeting date is February 6, from 4:30 – 6:00 pm in the District Board Room.

Meeting adjourned at 6:35 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 2/6/14