

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Support Staff Employee Compensation Committee Minutes

The Support Staff Employee Compensation Committee meeting was held Tuesday, March 4, 2014, at 4:32 pm in the District Board and Training Room.

Attendance

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

Approve Minutes

Motion by Ms. Mosher, seconded by Ms. Sperry, moved to approve the minutes as presented. Motion carried, 10-0 (voice vote).

Share Longevity Information From Comparable Districts

Ms. Mosher provided a handout showing the longevity information for Whitewater, Edgerton, East Troy and Jefferson schools. Discussion.

Mr. Roth commented that the Board of Education did consider the 1.3% pay increase (\$165,000) and is also considering a stipend at some point, which may be pro-rated.

Discuss Employee Group Categories

In looking at employee group categories, food service or custodians will be not discussed at this time.

Discussion and thoughts on educational assistant (EA) group:

- Difficult to create levels for educational assistants because it's subjective
- How do you create levels when EAs are filling in for each other many times during the day
- How people view working with a student who has severe behavioral problems – that person may be viewed negatively
- Should every EA be a certified nursing assistant?
- Students with medical needs versus students with behavior needs
- Cathy Van Leuven and Teresa Baker should be invited to weigh in on this discussion
- All EAs should write down their daily duties to begin the job description process
- Bring copies of job descriptions from the Human Resource office for all support staff

Ms. Gard will work with Ms. Ashby to send out old job descriptions to all support staff and have them update the job descriptions.

Set Next Meeting Date

Next meeting is Monday, April 7 at 4:30 pm, to review educational assistants' job descriptions.

Adjourn

Motion by Mr. Roth, seconded by Ms. Rossmiller, moved to adjourn the meeting. Meeting adjourned at 5:28 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 4/7/14