

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Support Staff Employee Compensation Committee Minutes

The Support Staff Employee Compensation Committee meeting was held on Wednesday, October 15, 2015, at 4:15 pm in the District Board and Training Room.

Attendance

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

Approve Minutes

Motion by Ms. Rossmiller, seconded by Ms. Mosher, moved to approve the September 17, 2014, minutes as presented. Motion carried, 8-0 (voice vote).

Review Educational Assistant (Regular, Special Education, and Alternative Education) Job Description

Ms. Mosher reviewed the changes made from the last meeting for the Educational Assistant job description. Discussion. Job description is fine as is.

Review and Draft District Office Administrative Assistant and Lunch Room Supervisor

Committee members reviewed the District Office Administrative Assistant job description. Discussion. Committee agreed that the job description should be reviewed by Ms. Landers, Ms. Ashby, and Ms. Heissner.

Committee members reviewed the Lunch Room Supervisor job description. Discussion. Consensus that job description is good as is, relatively generic.

Next Steps

Mr. Roth led discussion asking: What is important to you? What do you want to do differently? What are your beliefs regarding compensation? Are we going to pay more in wages for another year of service? What attracts and retains support staff employees? Discussion:

- Believe in a step system over a percentage increase system. Percent increase widens the gap between lowest paid and highest paid.
- Keep in mind that all support staff are one group.
- The custodians/food service staff were not included in the make-up of this Committee.
- Do college degrees bring more pay?
- How to gather information from the employee groups?

Support Staff Committee members will bring back ideas concerning what is important.

Set Next Meeting Date and Agenda

The next meeting is Wednesday, November 19, 2014, at 4:15 pm.

Adjourn

Motion by Ms. Mosher, seconded by Ms. Treuden, moved to adjourn the meeting. Motion carried, 8-0 (voice vote). Meeting adjourned at 5:10 pm.