

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held Wednesday, January 8, 2014, at 6:39 pm in the District Board and Training Center Room.

Members in attendance: Eric Busse, Julie Creek Hessler, Gary Feldt, Deb Fritz, Jolene Hammond, Kim Katzenmeyer, Dave Kopf, Rob Kostroun, Jim Kvalheim, Kyle McDonald, Dee Jay Redders, Tina Rossmiller, Jerry Roth, Chris Schullo, Kim Sperandeo-Wehner, Doreen Treuden, and Jon Wopat. Absent: Sandra McClellan and Deanna Pickering.

Ms. Treuden volunteered to take the minutes.

Mr. Roth welcomed all. He asked for members thoughts on why we are meeting. Thoughts shared:

- work done here will affect the District for a number of years;
- hopefully about trying to decide what we are trying to accomplish;
- look at current salary schedule;
- tailor a plan to this District;
- have a more equitable compensation plan.

Mr. Roth explained that these meetings are not about negotiations, it is to get input from this group of employees. If committee members request information from Ms. Treuden, the Board, or himself, please let the entire group be aware of the requests; we don't want to leave members in the dark and we want to be as open as possible. Mr. Roth shared that he is the facilitator between the Board and the teachers and that all discussion will be in open session.

Mr. Roth shared a draft document of potential Goals for this Committee and the Support Staff, with both Committees' having the same goals and also a Mission Statement. Question of why groups are meeting separately.

Discussion of each goal took place:

- #1-attain/retain highest qualified person, looking for best staff possible; suggestion to add "possible" at the end and "most highly qualified"; how do we attract young teachers?
- #2-question if Board put forth a definition, no; Mr. Roth talked about job descriptions as a way to define quality professions.
- #3-question of what the difference is between #3 and #4, #3 is professional development and #4 is work performed; main focus is compensation and recognition is also important.
- #5-pertains to all groups; allowing teachers to try new ideas and experiment.
- #6- Mr. Roth shared his thought: with 80% of District money going towards salary and 20% on operations (this year we get .78% of new revenue), 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: amount to be determined; Act 10 doesn't give us much; revenue increases not close to cost of living expenses; this will not attract or retain staff; need to develop a system that has increases; surplus would be an extra; this is the best the District can come up with, without going bankrupt; revenue from state is not predictable; state biennium budget, so second year is predictable; if something positive and significant happens, from the state, teachers will benefit, but District can't give what we don't have unless we give more and cut staff; include the surplus piece of the increase in #6; need to trust mindset here and develop a plan that will be sustainable; big picture view is important; and it's too early to be discussing details of the plan.

Suggestion to re-write #6 to read as follows: Develop compensation plan that is based on revenue. Mr. Roth will take suggestion to the Board.

Mr. Roth shared examples of Mission Statements and will send out to staff.

Assignment for next meeting is to read the District's Mission Statement and bring ideas for a short conversation, and review the sample documents that were provided. The WASB power point article may be viewed at: www.workspan.com.

Next meeting is Wednesday, February 5 from 5:30 pm – 7:00 pm. Tentative agenda: Mission/Goals, compensation examples, past, present, and new.

Meeting of February 10, from 5:30 pm – 7:00 pm, will try to schedule Bob Butler of WASB.

Meeting adjourned at 7:40 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 2/5/14