

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held on Wednesday, February 5, 2014, at 5:31 pm in the District Board and Training Center.

Attendance

Members in attendance: Eric Busse, Gary Feldt, Deb Fritz, Jolene Hammond, Kim Katzenmeyer, Dave Kopf, Rob Kostroun, Jim Kvalheim, Sandra McClellan, Kyle McDonald, Deanna Pickering, Dee Jay Redders, Tina Rossmiller, Jerry Roth, Chris Schullo, Kim Sperandeo-Wehner, Doreen Treuden, and Jon Wopat. Ms. McClellan will not be on the Committee going forward. Julie Creek-Hessler arrived at 5:34 pm.

Mr. Roth reminded all of the next meeting on Monday, February 10, with a presentation by Bob Butler from WASB.

Approve Minutes

Motion by Mr. Kvalheim, seconded by Mr. McDonald, moved to approve the January 8, 2014, minutes as presented. Motion carried.

Review Goals and Mission Statements

Mr. Roth shared handout on Compensation System Goals. No discussion.

Motion by Ms. Katzenmeyer, seconded by Ms. Creek-Hessler, moved to approve the goals as presented. Motion carried.

Discussion on Mission Statement. Mr. Roth asked for other examples, none given. Other suggestions:

- Change "potential" to "Potentials"
- Are we choosing from one of the two? Yes or combo
- The ECSD is dedicated to empowering all individuals to achieve personal excellence
- The ECSD is dedicated to empowering all individuals to reach their potential by providing a working environment that challenges all individuals to achieve personal excellence

Motion by Ms. Creek-Hessler, seconded by Ms. Katzenmeyer, moved to approve the last bullet above as the Mission Statement. Motion carried.

Review Past Compensation Model

Mr. Roth shared another example of a compensation schedule from South Milwaukee School District.

Past compensation models steps and lanes discussed. Discussed pros and cons of current step/lane:

Pros:

- Easy to administer
- People understand it and get it
- It's been around for a long time
- Easy to budget for
- Clear to employee on future income and have some control over future income
- Predictable – people get it
- Provides motivation to pursue advanced credits
- Offers employees security
- Security leads to retaining and attracting staff
- Will increase income based on results and effort and not based on someone's interpretation

Cons:

- People haven't been put on the schedule equitably – random placement
- Sometimes it erroneously rewards employee because of advanced degrees and not better teacher
- No lane for PhD
- Lack of incentive to work hard – stuck at the top of a lane
- Affordability based on current state funding
- Doesn't provide incentive for additional PDP work
- BA+48 was dropped – BA+18 became the max before the master's lane – somewhere along the way it was decided to force employees to get masters degrees. This made the schedule more expensive
- Forcing employees to get credits above and beyond the first PDP is a disincentive

Discuss Current State of Compensation

Discussion:

- Equity of placing new teachers in a salary using experience and education – open to interpretation based on the need of the District and funds available
- This has forced the need to get a compensation system in place

Discuss Sample Compensation Models

Discussion:

- Mayo article – Discussed by Ms. Creek Hessler – Mayo was asked how they get top performing employees without paying them top salaries – What was most important to the employee became key to their success. Time was valuable, being treated like a profession was important, team work was practiced, employee's didn't receive extra pay for extra assignments
- This is a philosophy – what are the pieces that play into professionalism?
- Need buy-in from employees – make them involved in the decision. Explain the need to the employee and get input
- Predictability – work environment – clarity
- Lots of collaboration from everybody – everybody feeling like they have been heard – even if the employees do not get what they want
- Have a method for employees to give their opinions
- The article also talked about acknowledgement of employees – public or private

- Employees got time to do what was expected – options for professional development – input for professional development
- It's truly about feeling supported – doesn't have to mean compensation
- If people feel like they are not adequately paid – it's demotivating. If people are adequately paid and then paid more – it doesn't increase motivation
- Employees need to feel that their time is valued. When we spearhead initiatives with no end in sight..... This too will pass. This doesn't value people's time. There needs to be an end or goal. It seems like we are fighting for "headlines" and the items we are boasting about don't make a difference
- Providing professional development without input or control from staff is not valuing employee's time
- There needs to be an "end" for closure
- Having adequate time to prepare for initiatives
- A cycle is needed for initiatives
- Exposure to a few initiatives is better than being exposed to too many
- Don't want to see a competitive environment created between teachers
- In the past, collaboration has been a practice – don't want to see that go away due to competition
- Pay schedule – not feeling like we are professionals with the 20 pay cycle – also don't feel like we are being treated like a professional as coaches because we cannot get the lump sum payment anymore
- People are feeling stressed because of the stagnant pay increases over the past few years – people are very stressed about their lack of compensation increase – it will be difficult to get people to buy into a new system if they are not coming from a "good" place
- It's a fear – because they don't know what is going to happen
- There is a sense of urgency to announce something to the staff about increased salaries
- How do we provide all of this without knowing increased revenue
- There was money unspent last year and employees did not get an increase
- We had staff meetings to address the funds that were underspent last year and input was provided – there was no follow through
- Staff want to know the results of the survey regarding 20 pays – this will come forward at the February 26 meeting
- We heard there was going to be a deficit – it ended up being a surplus – there needs to be a decision made on how that is going to be spent
- I have less money now than I had a few years ago
- We want to spend the revenue we have, but it is much less revenue – how do you make people feel better about that?
- The BOE recognizes it, the administration recognizes it
- It is not possible to give the increases that have been given in the past
- We would give you what we have, but we don't have it
- Bring the \$165,000 to the Board for consideration – two issues – do something now and then work on the future system
- Fairness – it will be decided by how we compare to neighboring districts – will other districts provide greener grass – we need to provide better working conditions to remain competitive – support professionalism – do things that don't cost much – the measure will be our neighbors
- People left our District to have better working conditions and not for more money

Discussion of unspent money from last year and a surplus from this year of \$165,000:

- This needs to be a Board discussion for the short term
- Philosophy that Mr. Roth laid out regarding salary increases versus stipends – discussion:
 - Who agrees with the philosophy? Agree – 6 , live with it – all the others, no thumbs down
 - Priority is to get this decided

Mr. Roth shared that he appreciated the open and honest dialog at this meeting and it felt different than past conversations.

Next Meeting

Assignment for next meeting – look at the other compensation models provided and make a list of pros/cons before the meeting.

February 10 – Bob Butler from WASB will present.

Future meeting date is March 10, at 5:30 pm. Agenda from today will continue.

Adjourn

Motion by Ms. Creek-Hessler, seconded by Mr. Kvalheim, moved to adjourn. Motion carried. Meeting adjourned at 7:01 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 3/10/14