

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held on Monday, March 10, 2014, at 5:33 pm, in the District Board and Training Room.

Attendance

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

Approve Minutes

Motion by Ms. Katzenmeyer, seconded by Mr. Roth, moved to approve the February 5 and February 10, 2014, minutes as presented. Motion carried, 11-0-1 (Rossmiller abstained).

Discuss Compensation Models

Discussion on Ripon model:

- It would be very difficult to track points and all other data to run the Ripon Model
- Peer review related to compensation is not the same as peer coaching and how would this affect teacher relationships?
- Who would be selected to do the peer reviews?
- This model would be difficult to manage
- The rubric is not well defined in the information that we have
- It would be difficult to schedule observations by teachers – takes them out of their classroom
- The stipend schedule is very clear – know exactly what you are going to get – Appendix II and III
- Career levels are well described and laid out
- Annual stipends are available and there is additional increases for teachers at the top – veteran points
- Can we afford this?
- Have a concern with how people earn points – e.g. workshops
- Limited language regarding PDPs
- Promotion rubric – good idea, but don't like the Ripon rubric – needs to be tied to Danielson
- Don't like student surveys – shouldn't be used for promotion – like feedback but not here
- Parent surveys shouldn't be tied to promotion
- Biggest takeaway – too complicated

Hartland/Lakeside Model Discussion –

- Is a K-8 District comparable to us
- Part of the handbook; so not all of the information is there
- Need the rest of the handbook
- Pay for performance or should performance be separate from pay decisions?
- Offers a transition period
- Should the educator effectiveness model align with the compensation plan to avoid double effort?

- Need to be careful that if the pay is related to performance – the public cannot figure out which teachers didn't receive a pay increase because of performance
- Does pay for performance reduce collaboration?
- What about the areas of teaching that are outside of the teacher's control?
- Performance should not be based on student test scores?
- Teacher instruction practices versus student outcome measurements
- Need to look at the instructional side of teacher performance and not the student outcomes
- Objective and measureable - e.g. number of parent contacts in a semester – can't just go through the motions – must be effective
- Teacher growth versus student growth

Elk Mound Area School District

- Looks just like Ripon
- Rubric is different
- Teachers do annual goals
- Administration needs to be able to manage what is decided for teacher evaluations
- Don't like the idea of community involvement
- Stipend for new teacher mentors

Beloit-Turner Model

- Merit pay based on WKCE scores – students need to be motivated to do well in K-12
- Pays teachers to live in the district – may attract new teachers
- Give a stipend for successful grant writing – win/win
- District improvement – innovation incentive – like it
- Co/Extra Curricular stipends are well laid out

Neenah School District

- More confusing
- Teachers could lose pay
- Like the Q and A included for staff

For the next meeting, will finish up discussion on compensation models with South Milwaukee, Northland pines, Monona Grove and document from Mr. Feldt.

Set Next Meeting Date

The next meeting is Monday, April 14, 2014, at 5:30 pm.

Adjourn

Motion by Ms. Katzenmeyer, seconded by Ms. Creek Hessler, moved to adjourn the meeting. Motion carried, 12-0 (voice vote). Meeting adjourned at 6:53 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 4/14/14