

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held on Monday, May 12, 2014, at 5:02 pm in the District Board and Training Room.

Attendance

Members in attendance: Eric Busse, Julie Creek Hessler, Gary Feldt, Deb Fritz, Jolene Hammond, Rob Kostroun, Jim Kvalheim, Kyle McDonald, Deanna Pickering, Dee Jay Redders, Tina Rossmiller, Jerry Roth, Chris Schullo, Kim Sperandeo-Wehner, Doreen Treuden, and Jon Wopat. Absent: Kathi Swanson, and Kim Katzenmeyer. Dave Kopf arrived at 5:05 pm.

Approve Minutes

Motion by Ms. Rossmiller, seconded by Ms. Creek-Hessler, moved to approve the April 14, 2014, minutes. Motion carried, voice vote.

Review Monona Grove Compensation Model

Discussion continued on school models.

Monona Grove, draft model as of 2/14/14:

- Cons -
 - Complicated process – may need a lot of people to administer.
 - Incomplete – what is the compensation behind the levels?
 - This model measures compliance and not innovative instruction.
 - As the model progresses it appears to move from teaching to administrative duties.
 - Don't like having to do administrative duties to get higher pay or additional days.
 - Need to see the rubric behind the career ladder to determine where the scores come from.
 - Puts an emphasis on a master's degree and is that what we want to do?
- Pros –
 - District will offer partial reimbursement for tuition expense.
 - Somewhat predictable.
 - There is a format to be out of the classroom for the extra assignments.
 - There is a balance between the credits and master's degree and recognizes PDP.
 - Assumes cost of living increases.
 - Includes longevity.
 - Ms. Treuden will get more details from the Business Manager at Monona Grove and Kiel.

Review of the pros of all the models that matter the most so far.....

- Predictability – financial cost to the school district - how much does it cost and can we afford it?
- Predictable on the career path for teachers.

- Predictability on the financial side for teachers also – can the new teacher plan for the future?
- Equitable and consistent.
- Competitive with beginning teacher salaries.
- Encourages longevity.
- Need a transition phase from the old model to the new model.
- Must be simple so that it doesn't take up too much administrator time and teacher time.
- Automated process to some degree.
- Use what we have? Danielson model?
- Use the Danielson model as the gatekeeper – satisfactory or better on the rubric – move forward on the pay scale?
- How to handle dual certifications or “hard to find” positions.

Non-monetary items to attract and retain teachers –

- Flexibility in start/quit time – professional day?
- Need more time – collaboration time –
- Class size – 220 students over three days –
- Professional development opportunities – more of them and more equitable.
- Celebrate the great things that happen in the School District – picnic in the afternoon.
- More support for new teachers – must go beyond the teacher mentor program – more time with veteran teachers – more time before school starts.

Set Next Meeting Date and Agenda

Discussion:

- Are we going to meet over the summer? No – next meeting will be in September.
- How are we going to hire in the short term? – Ad hoc process right now. Will continue to do this until there is a new compensation system in place.
- Need to present to the Board what has been done so far and then need to hear from the Board what they want for a future compensation plan.

Adjourn

Meeting adjourned at 6:18 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 9/15/14