

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held Monday, April 27, 2015, at 4:03 pm in the District Board and Training Room.

Attendance

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

Approve Minutes

Motion by Ms. Creek-Hessler, seconded by Mr. McDonald, moved to approve the April 6, 2015, minutes as presented. Motion carried, voice vote.

Summer Curriculum

Mr. Roth shared that the District is at a point to set the rate of pay for summer curriculum work for this year. The past rates were a BA rate and a MA rate. Comparable rates were included in the packet. Mr. Roth is proposing a \$20.00/hour rate going forward. Discussion:

- Would like to discuss and not dictate the new rate.
- Would like to see one rate going forward and maybe pay people for more hours that include prep work.
- Maybe \$25.00/hour would be more acceptable?
- Not sure that I have an opinion on the \$20.00/hour, but do agree with giving more time to someone who is coordinating the curriculum work for prep.
- Does anyone have a strong opinion on the rate?
- Is it OK to move forward with the \$20.00/hour for this year and then revisit for next year? No one had a concern.
- What is the amount of work that is expected to be done in one hour? There is a level of professionalism that is expected when turning in hours to get the work done.

Mr. Roth will send an email to all staff, explaining the new summer curriculum work rate of pay.

Review List of What is Going to be Included

The list of items included in annual salary movement had been sent out prior to the meeting.

Discussion:

- Item #69, the presenter gets credit, what about the attendees?
- Shouldn't attendance at a workshop be included on the list?
- Item #25, needs to be added to the list with the following description: Workshops and Implementation Report w/Prior Approval to include, attendance at approved workshop that is not paid by the District and is outside of the work day.
- Also, an employee who is presenting during the workday may get to count the prep time.
- Item #104, needs to include PDP.

Discuss the Questionable Items on the List

Discussion:

- The WI Master Educator Assessment is the “Wisconsin” version of the National Board certification. Don’t think the National Board Certification should be included with the Master’s level because you can get the National Board Certification with a bachelor’s degree. This activity can be included for downward movement on the schedule, but not horizontal movement. All agreed.
- Department, Grade Level, Project Chair – work load? In the past it was a lot of time. Should building leadership team member be added? All agreed. Budget responsibilities should be added to the responsibility of this person.
- Student Learning Objective/Extension of Student Day – tutoring students after school does not necessarily happen outside of the school day, but the teacher is giving up that time for prep that would then need to happen after tutoring and therefore outside of the day. High school teachers currently get less prep than in past years. If the tutoring is more formalized by an IEP team requirement or a BIT requirement? If there is some type of approval and formality, it’s worth looking at. Category may be called “administrative assignment”. If we de-incentivize the things that people are already doing, will people stop doing them? If the category is administrative assignment, it could incorporate many tasks such as the graduation project. The category called “administrative assignment” should include items 35, 34, 46. There is potential for problems with this category, but.....
- District Program Coordinator – remove from this model and leave as a stipend item.
- Volunteer at District Event – question about elementary teachers attending music concerts - it’s not equitable because specials teachers do not need to attend. This is a professional obligation? Be careful to not monetize time with students. If this doesn’t fall under administrative assignment, then it should be considered part of the professional obligation.
- Volunteer at District Event – this should fall under “administrative assignment” and can include items such as chaperoning athletic events.
- Change the title of “administrative assignment” to “administrator approved activity”.
- Professional Association of State-Wide Officer Position – e.g. middle school student council teachers running the state conference. This could also fall under “administrator approved activity”.
- Community Education Course Instructor – e.g. personal finance instruction at Creekside or the library. This could also be under “administrator approved activity”.
- There hasn’t been enough community outreach by the School District in the past. This door needs to be opened so that the community is aware of what is going on in the District and so they don’t have the perception that the District is “broken”. This could fall under “administrator approved activity”, but be aware that there will be a high level of scrutiny.
- Lunch Duty – teachers used to get paid to give up their duty free lunch. This could be an administrator approved activity.

Set Next Meeting Date and Agenda

The next meeting is Monday, May 11, at 4:00 pm, in the Board Room. Agenda items: review the salary schedule draft; review the items included in annual salary movement list finalized today; and reading specialist licensure.

Adjourn

Motion by Mr. Redders, seconded by Ms. Fritz, moved to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 5:25 pm.