

## EVANSVILLE COMMUNITY SCHOOL DISTRICT

### Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held Monday, April 6, 2015, at 4:04 pm in the District Board and Training Room.

#### **Attendance**

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

#### **Approve Minutes**

Motion by Ms. Katzenmeyer, seconded by Ms. Creek-Hessler, moved to approve the March 16, 2015, minutes as presented. Motion carried, voice vote.

#### **Review Survey Data**

Committee members had received information via email last week from Ms. Treuden. Another document was handed out at the meeting, compiling the survey data from all buildings.

Discussion:

- Surprised that grant writing and facilitation scored low
- There is an inverse relationship between the summary data
- The survey results looks very traditional
- Levi staff may have been confused about what some of the items on the list were about
- Could the results reflect what teachers are familiar with?
- A teacher professional at the elementary school looks different than what a teacher professional looks like at the high school
- Elementary teachers felt that the items on the list were more geared toward high school teachers
- If there wasn't an explanation about the difference between what tasks are included in the regular teacher day versus what is outside of the tasks expected in the regular school day, the data will reflect that
- Capturing tasks that happen outside the scheduled work day versus capturing tasks that make you a better educator
- Do we need a blanket approach that covers all teachers K-12?
- People want to know what they have to do to be a better teacher and make more money
- Teachers want to be able to look at something and figure out how they are going to be compensated
- This discussion is irritating. Can't quantify hours worked outside the regular work day
- Don't like the direction of this discussion, e.g. high school versus elementary school teachers
- Can we agree on what are the big items that everyone can agree to?
- What about years of experience?
- What moves you from one lane to the next? Big items

- Not a fan of the points system – it's going to get nitpicky
- Why can't we get ½ step for each year of experience and then create a list of 10-15 items for teachers to pick from and they have to do 3 things in a year to get a full step?
- BA, MA, MAx2 (60)/Doctorate/National Board Certification

Committee discussed each item on the survey list and identified which to keep, combine or get rid of. In lieu of this discussion, the Committee members will not be taking the survey.

#### **Set Next Meeting Date and Agenda**

Next meeting date is Monday, April 27, at 4:00 pm. Agenda items for next meeting: review the list of what is going to be included; discuss the questionable items on the list; and bring back any additional information on the items on the list from the buildings.

#### **Adjourn**

Motion by Ms. Katzenmeyer, seconded by Mr. Feldt, moved to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 5:30 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 4/27/15