

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held Wednesday, February 24, 2015, at 4:11 pm in the District Board and Training Room.

Attendance

Members in attendance: Julie Creek Hessler, Gary Feldt, Jolene Hammond, Kim Katzenmeyer, Jim Kvalheim, Kyle McDonald, Deanna Pickering, Dee Jay Redders, Jerry Roth, Chris Schullo, Kim Sperandeo-Wehner, Doreen Treuden, and Eric Busse arrived at 4:15 and Deb Fritz at 4:16 pm. Absent: Dave Kopf, Rob Kostroun, Tina Rossmiller, Kathi Swanson, and Jon Wopat.

Approve Minutes

Motion by Ms. Creek Hessler, seconded by Mr. Kvalheim, moved to approve the February 4, 2015, minutes as presented. Motion carried, voice vote.

Compensation Model Components Order of Board of Education Discussion/Update

The February 4 meeting ended with a discussion of a potential staff survey to help the Committee make decisions that would relate to how teachers move through the new salary schedule.

Mr. Redders distributed a handout from Mount Horeb that explained their point system for moving teachers through the salary schedule. The Committee reviewed the document, paragraph by paragraph. First three paragraphs discussion:

- Addresses affordability
- Advanced degrees can move two levels
- The numbers would have to make sense for Evansville
- Co-curricular pay? The intention at this time is that it will be separate from this discussion

Discussion regarding the last two paragraphs on page 1:

- Like the language regarding mid-year hires
- Like the language regarding employees on a performance improvement plan

Discussion on page 2:

- Course work would need to be approved by building principal that would use a check list to make sure the approval process is equitable
- Pass/fail grade was acceptable to the majority of the Committee

Discussion on points pages:

- Conceptually is this something that teachers would approve?
- Tracking points/points are arbitrary/cross off the points and discuss the list of items and then figure out how to attach value/don't like using points
- Last time we talked about the PDP being the accomplishment that gets you to move from initial to emerging – that should still be the criteria and then points can be used from the rest of the level movements
- This does allow staff to improve/provide something to the District without having to get additional degrees

- We are going back to asking the staff what else is out there
- New teachers are asking how to make more money because they have been frozen
- Do we use years of service for movement or attach points to years of service for movement?
- Do we allow people to move a step each year and then when they get to the step to move to the next level? They would have to have accumulated 250 points
- This would help teachers who may have a major family crisis in one year
- Two options discussed: points earned per year or points earned over 5 years
- What about the teachers at the highest pay level? They would not earn points anymore and only get the CPI-U increase or increases when the cells are increased?

The work done by this group is impressive because it is clear that we are looking out for all levels of teachers and not just our personal situation.

Set Next Agenda

Revisit the Mount Horeb model and start to make it Evansville's model. Develop a survey at the next meeting.

Everyone should send possible survey questions to Ms. Treuden. She will try to get the South Milwaukee survey and send it out to the Committee before the next meeting. Ms. Treuden will send out the excel document to the Committee members.

Meeting Date

Next meeting is Tuesday, March 10, at 4:00 pm.

Adjourn

Motion by Mr. Roth, seconded by Mr. Redders, moved to adjourn the meeting. Meeting adjourned at 5:33 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 3/10/15