

## EVANSVILLE COMMUNITY SCHOOL DISTRICT

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

The Teachers Employee Compensation Committee meeting was held on Monday, January 19, 2015, at 5:30 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, Dave Kopf, Rob Kostroun, Jim Kvalheim, Kyle McDonald, Deanna Pickering, Dee Jay Redders, Tina Rossmiller, Jerry Roth, Chris Schullo, Kathi Swanson, Doreen Treuden, and Jon Wopat. Absent: Julie Creek-Hessler, Chris Schullo, and Kim Sperandeo-Wehner.

#### **Approve Minutes**

Motion by Ms. Rossmiller, seconded by Ms. Fritz, moved to approve the December 17, 2014, minutes as presented. Motion carried, voice vote.

#### **Compensation Model Components Order of Board of Education Discussion**

The Teacher Compensation Components to Consider document created by Mr. Roth and Ms. Swanson is to be used as a tool to get feedback/direction from the Board of Education. This group is to look at the list of items on the document and revise/add to it and prioritize. As the Committee is working on topics, the Board can discuss issues at the same time.

#### **Share/Discuss/Decide Sample Base Models and Discuss Advancement**

Mr. Feldt handed out a document that included a salary schedule example. Discussion:

- Many districts are looking at increasing the starting salary for teachers
- \$40,000 is becoming more common

Ms. Treuden handed out a document showing three levels of comparable data for teacher starting salary. This document will be included in the next Board packet. Discussion:

- Conversations in other districts, starting salary is going up but the increases for the new teacher over the first five years are less than the increases in the past
- Don't allow leap frogging in the first five years
- The ECSD average teacher salary will always be high because we have 64 teachers in the top range of the pay schedule
- We won't be able to increase the base pay significantly at the expense of the 64 teachers at the top of the schedule
- Other ideas to look at:
  - Tuition reimbursement
  - Important to figure what the mechanisms will be to address the structural issue
  - The structural issue will not be "fixed" until the majority of highest paid teachers retire
- One of the goals of this Committee was to set up a pay schedule that will work for the long term; that doesn't seem possible at this time
- There is merit to the discussion happening at these meetings as far as what makes a good teacher, etc., but it is difficult to get to a pay structure that is affordable. We need to face realities regarding the cost of the model
- How do we get teachers in at a lower rate but offer the support that will get them to stay?
- Master's degree – one time stipend?

- Employees value consistency above most other issues
- We seem to be on the hamster wheel
- We need to pick our top three non-negotiable principles and cost it out
- The District is offering the support to new teachers through the mentor program now
- Other districts have one to one mentor/mentee. Teacher mentor has only one mentee for the year
- The highest paid senior teachers may have to be mentors in the future
- Informal mentoring happens – “building buddy”. It is not the same as what DCNTP offers – this is more instructional coaching. Summary, every new teacher needs high level mentoring. The DCNTP also will re-invigorate the senior teacher when they go through the training. We need to invest in the new teacher and get them up to speed faster than before.
- Ms. Pickering discussed a chart that she created with M. Sperandio-Wehner that is similar to what the Committee has been discussing
- Are good teachers leaving the classroom to do other administrative duties? There are good teachers that will not want to leave the classroom.
- If the high earners do have extra duties that allows them to earn higher pay, there is not enough time in the work day
- We don’t want to lose sight of the people in the middle of the pay schedule either
- There is not guarantee that the teachers 1-5 years are going to stay
- 15+ year teachers are getting paid well
- If we alienate the middle and then they leave, we will have wasted training resources
- Reading specialists have administrative licenses; maybe they could do additional administrative duties outside of the regular contract year
- For the teachers in the middle, they should be getting movement for taking credits and possibly a larger bump for earning the master’s degree. Not all teachers want to earn a master’s degree because other classes/experiences have more value to them.

Mr. Roth met with Rock County superintendents a week ago at UWW to discuss regional professional development. Regional trainings coordinated with regional calendars, creating a consortium of sorts would provide more resources for PD. We need to take one of the pay structures we have talked about and start costing out the budget impact so that we can move forward with identifying the mechanisms. Does it make sense for superintendents to be working toward regional training opportunities and coordinating their school calendars? Consensus is that this is a good idea.

Where do we go from here? Mr. Kostroun is interested in looking more into the schedule that Mr. Feldt handed out. Thumbs up in looking seriously at this model – yes, majority. Majority agreed with starting salary of \$40,000 with the salary going up only to \$41,000-\$42,000. 10 people picked \$40,000 and 4 people picked \$38,000.

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

Next meeting is Wednesday, February 4, 2015, at 5:30 pm.

### **Adjourn**

Motion by Mr. Redders, seconded by Ms. Katzenmeyer, moved to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 7:15 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 2/4/15