

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held Tuesday, July 14, 2015, at 5:02 pm in the District Board and Training Room.

Attendance

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

Approve Minutes

Motion by Ms. Katzenmeyer, seconded by Mr. Redders, moved to approve the July 9, 2015, minutes as presented. Motion carried, voice vote.

Review the Salary Schedule Draft

Salary Schedule draft was shared and asked if it was ready to be published. Discussion:

- Don't like the word "bucket"; change it to "priority".
- Don't clutter the salary schedule with information that people won't understand.
- The schedule should roll-out with a cover letter from the BOE and/or Mr. Roth.
- How does negotiations play into the roll-out of this schedule? The amounts on the salary schedule have not been negotiated yet and could change.
- Clarification of probation – all new hires to the District are on probation for three years regardless of how many years of experience they have. Probationary status does not have any effect on the salary schedule. Teachers on a plan of improvement would not move on the salary schedule.
- The priority buckets can be re-ordered from year to year? It will be difficult to change the priorities in order to give one group more this year and another group more in the next year, etc.
- The communication document cannot come from Mr. Roth's office alone. This is not Mr. Roth's Committee. It is our Committee.
- It is difficult to "sell" this if I feel like I don't have all of the information. The amount of money needs to be known at the beginning of the process.

Decided that the salary schedule is ready to go forward.

Discuss Other Forms of Teacher Compensation Outside of the Salary Schedule

Question on whether there was any additional information on this topic. Discussion:

- Question, is it possible that all teacher positions will become hard to fill? 37 applicants for a 3rd grade teacher is much different than the 300 that we used to have.
- Do we need to revisit goal #6? Does this model establish a clear consistent definition of quality professional? Go back to the minutes that listed the qualities of a professional teacher. Consensus by the Committee to not define this now.

Begin Preparing Recommendation to the Board of Education

The salary schedule is the recommendation.

Mr. Roth reviewed the handout explaining the Professional Development work and timeline.

Discussion:

- Clarify the 2 credits to read: 2 credits equals 1 year of PD (20 hours).
- The full day PD days on the calendar need to be explained in conjunction with the 20 hours of PD with the model. The differences need to be explained.
- Question on 20 hours of PD – can a tech ed teacher teach a class at the technical college and take personal time for this activity? No. You can't get paid twice.
- Is it going to be difficult for teachers to find something to do? Three years is already taken care of with licensure renewal.
- PD needs to "grow" the individual. Principals should not make exceptions when they can't find someone to do something, e.g. detentions.

Work on a communication plan: list what we want to communicate:

- History of the Committee, when it started, what was discussed and **that it is ongoing.**
- Reviewed other plans.
- Discussed strengths and weakness of our current plan.
- Purpose of the Committee and why there was a need to change the model.
- Committee work – created mission/vision and goals.
- Committee membership.
- Committee gathered input via survey/focus group.
- Researched an equitable starting base pay.
- Timeline.
- No one is losing money or going backwards.
- Add bullet points under the goals for explanation.
- Question and Answers on PD?
- History, purpose, mission/vision, and end result.
- Committee members will present the plan – joint effort.
- Negotiations need to happen before people are given their salary.
- Teachers who have earned lane advancement should get the \$400 at this time and then get the lane movement after meeting individually with Ms. Treuden.
- Voluntary meeting at the end of day on the last work day in August to roll out the communication plan. Send an email to all teachers announcing their new salary (except for lane movement). Include a note that teachers who have earned lane advancement need to schedule a meeting with Ms. Treuden to review credits/transcripts.

Ms. Katzenmeyer and Mr. Redders will work on a draft of the communication plan.

Set Next Meeting Date and Agenda

The next meeting will be Thursday, August 6, 2015, at 5:00 pm. Agenda item: to review the draft communication plan.

Adjourn

Motion by Mr. Roth, seconded by Ms. Fritz, moved to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 6:30 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 8/6/15