

## EVANSVILLE COMMUNITY SCHOOL DISTRICT

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

The Teachers Employee Compensation Committee meeting was held Thursday, July 9, 2015, at 5:05 pm in the District Board and Training Room.

#### **Attendance**

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

#### **Approve Minutes**

Motion by Mr. McDonald, seconded by Mr. DeMeuse, moved to approve the July 7, 2015, minutes as presented. Motion carried, voice vote.

#### **Discuss Other Forms of Teacher Compensation Outside of the Salary Schedule**

Opportunities for extra compensation discussed and consensus on rates:

- Chaperones - \$12/hour, no Professional Development
- Detention – \$20/hr, no Professional Development
- Educator Effectiveness Coaches – Stipend, no Professional Development
- Extended School Year – Per Diem, no Professional Development
- Extended Contract/Part-Time Teacher Hours – Per Diem, no Professional Development
- In School Sub - \$20/hr, no Professional Development
- Teacher Mentors – Stipend, no Professional Development
- Summer School - \$20/hr, no Professional Development
- Stipend – varies, no Professional Development
- Summer Curriculum - \$20/hr or Professional Development
- Non-Violent Crisis Intervention Training - \$20/hr or Professional Development
- Miscellaneous Duties - \$20/hr or Professional Development
- Professional Development – e.g. data retreat - \$20/hr or Professional Development

#### **Begin Preparing Recommendation to the Board of Education**

Committee addressed questions:

1. How do we place new hires on the schedule?  
Use comparable salary of current staff member with similar years of experience, education and licensure. Salary hiring range determined by BOE during budget development. Agreeable, with multiple ranges:
  - a. Level I-II – BA - \$38,000 - \$43,576 and MA - \$44,000 - \$49,936; if can't find anyone, then open position to next level;
  - b. Level III – BA - \$46,191 - \$48,591 and MA \$52,932 - \$55,332; if can't find anyone, then open position to next level;
  - c. Level IV – BA - \$51,506 - \$53,906 and MA \$58,652 - \$63,452.
2. How do we place new hires in hard-to-fill position?  
Follow process above for all hires.

3. How to move form BA lane to MA lane?  
Staff member will be placed in the MA lane on the step that provides not less than \$1,500 pay increase.
4. Does this model attract the highly qualified professionals?  
Yes.
5. Does this model retain the highly qualified professionals?  
To be determined; the best we can do at this time.
6. Does this model establish a clear consistent definition of quality professionals?  
It recognized that professional learning is important.
7. Does this model provide support for professionals as they strive for excellence?  
Professional development piece, yes, as long as it is rigorous.
8. Does this model recognize the contributions of professionals who are dedicated to the advancement of school and district goals and initiatives?  
Yes.
9. Does this model encourage professionals to experiment with innovative methods that will enhance performance, productivity and student achievement?  
Yes.
10. Is this model based on annual revenue?  
Yes.
11. What happens if the teacher doesn't do the 20 hours?  
Freeze the teacher for the next contract and they have to do 40 hours in the next year.

Positives:

- Defined schedule
- Place to move next
- Pathway to move yearly
- All get a raise
- Set priorities for money
- Change it yearly; money
- Affordable
- Ability to use surplus money when available
- Raised the base wage
- Nobody goes backwards
- We didn't have to reduce staff FTE
- Safety value with the BOE

Concerns:

- How is the administrative staff going to receive increases? Large increases for administrative salaries and then the 1.5% gets added on top of it. That is going to be a "rub" for the 140 teachers.
- The starting teacher wage is now one of the top rates in the conference. The administrators salaries are at the bottom and will probably never reach a comparable amount in the conference because it will cost too much money. There are different definitions of equitable. All employees agreed to come work here for the salary that they were offered. Administrative starting salaries don't seem to follow the same process as teachers, where they get hired at a much lower rate if they don't have years of experience. For administrators, they get hired at the same rate the outgoing

administrator received or more. Percentage increases are not equitable. 1.3% on \$40,000 versus 1.3% on \$90,000. Explained the increases to the administrative team. There was an equity issue between males and females that needed to be addressed because of potential liability issues. Administrators are different than teacher positions.

**Set Next Meeting Date and Agenda**

The next meeting that had been scheduled is Tuesday, July 14, 2015, at 5:00 pm. Agenda item, work on communication plan to the Board and review question #6 above.

**Adjourn**

Motion by Ms. Katzenmeyer, seconded by Mr. Roth, to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 6:51 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 7/14/15