

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Teachers (EEA) Employee Compensation Committee Meeting Minutes

The Teachers Employee Compensation Committee meeting was held Tuesday, March 10, 2015, at 4:04 pm in the District Board and Training Room.

Attendance

Members in attendance: Eric Busse, Gary Feldt, Deb Fritz, Jolene Hammond, Rob Kostroun, Jim Kvalheim, Kyle McDonald, Deanna Pickering, Dee Jay Redders, Jerry Roth, Rob DeMeuse, Kim Sperandeo-Wehner, Doreen Treuden, and Kim Katzenmeyer arrived at 4:07 pm. Absent: Julie Creek Hessler, Dave Kopf, Tina Rossmiller, Kathi Swanson, and Jon Wopat.

Approve Minutes

Motion by Mr. Kvalheim, seconded by Ms. Pickering, moved to approve the minutes as presented. Motion carried, voice vote.

Revisit the Mount Horeb Compensation Model

Continued discussion from February 24 meeting. Discussion of points or no points:

- Don't like points
- Like points
- Until teachers know how points are going to work, they won't be in favor of
- We need to reach out now to the staff
- We haven't actually talked to individual teachers about what is important to them
- Are leaning toward points
- Huge fan of points
- Obtaining points can be an indication of what is important to the District
- Points can be motivating for both old and new employees
- Neutral regarding points – it just needs to be objective
- Points can be criteria for the compensation model, but it can't get out of hand and we end up with 700 different ways to earn points
- Different administrators can not be allowed to handle the points system differently
- Doesn't love points but also don't hate points
- Points represents criteria and don't know of another way to measure criteria
- Points for co-curricular/extra-curricular? It is an objective way to keep track
- Likes points as the method to advance
- Likes the point system because it values each person's individual strengths/skills
- There is a lot of variance amongst districts who are using points and it will be a lot of work to develop the points system
- Not a fan of points, but warming up to it
- In favor of a more goal orientated system
- If it is points, it needs to be black/white and cannot have questionable areas
- How does hiring fit into a point system?
- How do hard-to-fill positions fit into a point system?

Develop a Survey

South Milwaukee did not do a survey, they did focus groups. Discussion:

- What is the rationale for the survey? To find out what teachers are doing (e.g., senior project work and not getting any compensation)
- This Committee is going to need to explain how we drafted the compensation model
- The survey will generate a lot of information; people will include things that are an expectation of the teaching job, co/extra-curricular work is going to be included
- Do we ask for tasks outside of the work day only or include tasks during the work day?
- The survey needs to include items that improve teacher performance
- Focus groups may be a better idea
- Focus groups have the ability to clear up questions and conversations will spur additional ideas
- Maybe do a combination of focus groups and survey
- A survey may be used to gage what teacher perceptions are regarding their “extra” duties
- There will be differing ideas of what’s included in your work responsibilities and what is “extra”
- Maybe there should be one question: What makes you a better teacher?
- Can we use the District Mission/Vision as a focus for teachers to respond to what teachers do as a professional to promote the Mission/Vision?
- What are we trying to accomplish here? We are trying to quantify continuous improvement for teachers
- What do teachers do that is value added to the District?
- What are the teachers doing to improve themselves and their practice?
- The survey should be three questions, not electronic
- The survey needs to be prefaced with an explanation of what the information will be used for and what the next steps will be
- We need to start communicating to staff what the timeline is for this Committee work
- What do you do to provide value to the District?
- Can the focus groups happen first and have the discussion center around the 2-3 questions? And then follow up with a survey?
- Focus groups need to be conducted exactly the same
- The focus group script should answer the top 3-4 questions on everyone’s minds
- Other questions need to be written down and answered later by the Committee
- Create a generic list as a handout at the focus groups for teachers to react to

Focus group document discussion:

- Start with the mission statement of the Committee? Or this statement?
The goal of the ECSD Compensation Committee survey is to provide guidance to reward and/or compensate your teaching practices that help further the District’s continuous system improvement.
 1. Describe what makes a professional educator.
 2. Explain activities that improve your teaching practices and student learning.
 3. Describe things that you do that add value to the District.
- Who is on the team? Mix up building representatives

- Hold the focus groups on March 18 from 3:15-3:45 pm; Mr. Roth to check with principals on this date and time
- Ms. Mosher is to create a list of ideas from the examples handed out from other districts
- Ms. Treuden will draft a document that includes instructions and script for conducting focus groups

Set Next Meeting Date and Agenda

Agenda – continue this discussion. Next meeting is Monday, March 16 at 4:00 pm.

Adjourn

Motion by Mr. Kvalheim, seconded by Ms. Katzenmeyer, moved to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 5:28 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 3/16/15