

## EVANSVILLE COMMUNITY SCHOOL DISTRICT

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

The Teachers Employee Compensation Committee meeting was held Monday, March 16, 2015, at 4:03 pm in the District Board and Training Room.

#### **Attendance**

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

#### **Approve Minutes**

Motion by Ms. Creek Hessler, seconded by Mr. Kvalheim, moved to approve the March 10, 2015, minutes as presented.

#### **Summer Curriculum**

Mr. Roth shared that in the past years, summer curriculum had been paid at the BA and MA rates. There is currently no Employee Handbook language related to the rate that is paid for summer curriculum. We will continue to look at the rates we have paid in the past and compare the rates to other districts. Discussion:

- Teachers may not be putting in their total hours devoted to summer curriculum to hold the cost down and get the project approved
- We are looking to make changes for the summer curriculum rates for this summer
- How many people put in for summer school? Not many because we don't have the money to fund a lot of summer work
- Looked briefly at some comparable data.

#### **Revisit the Mount Horeb Compensation Model**

No discussion.

#### **Survey/Focus Group**

Discussion:

- Are we going to move forward with the focus group?
- It has been scheduled by the principals for this Wednesday, starting at 3:15 pm
- Focus group vs. in-person survey
- Cannot do a focus group in 30 minutes
- There is not enough time

At the focus groups, handout the survey document. Have three questions to answer and the list of items to check. No discussion is needed.

The opening paragraph should be:

The Teacher Compensation Committee has been working since January 2014, researching teacher compensation models in other Districts comparable to ours. As a

Committee we have determined that we cannot just copy another model. We want to create an Evansville model. Therefore, we are coming to you now to gather information about current activities that you believe improve teaching practices and student learning.

Instructions for the day:

1. Read two paragraphs.
2. Get in groups of 3-4.
3. Everyone gets a handout.
4. Ask all to process the list and share: by processing the list you will be highlighting the things that you want to keep or like. Cross things off that should not be on the list and add things that should be added.
5. Consider the three questions on the back as you move through the process. Each person should turn in a document if you have input. Give them the choice to turn in a group document.
6. Participants can write questions for the Committee to be answered at a future time.

Possible responses to questions: we are not far enough along in the process to give you a definite answer.

Following will attend each building:

Levi – Ms. Fritz and Ms. Creek Hessler

TRIS – Ms. Pickering and Ms. Sperandeo-Wehner

JC McKenna - Mr. McDonald and Mr. Kostroun

High - Mr. Kvalheim and Mr. DeMeuse

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

Next meeting date is Monday, April 6 at 4:00 pm. Agenda – to look at survey data and have the Committee members complete the survey.

### **Adjourn**

Motion by Ms. Fritz moved, seconded by Mr. Kvalheim, to adjourn the meeting. Meeting adjourned at 4:55 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 4/6/15