

## EVANSVILLE COMMUNITY SCHOOL DISTRICT

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

The Teachers Employee Compensation Committee meeting was held on Monday, November 17, 2014, at 5:30 pm in the District Board and Training Room.

#### **Attendance**

Members in attendance: Eric Busse, Gary Feldt, Deb Fritz, Dave Kopf, Rob Kostroun, Kyle McDonald, Dee Jay Redders, Jerry Roth, Doreen Treuden, Jon Wopat, and Kathi Swanson arrived at 6:25 pm. Absent: Julie Creek-Hessler, Jolene Hammond, Kim Katzenmeyer, Jim Kvalheim, Deanna Pickering, Tina Rossmiller, Chris Schullo, and Kim Sperandeo-Wehner.

#### **Approve Minutes**

Motion by Mr. Redders, seconded by Mr. Feldt, moved to approve the October 6, 2014, minutes as presented. Motion carried, voice vote.

#### **Cost of Making Lane Movement Whole**

Mr. Roth shared an excel spreadsheet. Comment: basic fairness to make people whole on lane movement.

#### **Broad Banding Criteria Discussion/Discuss Compensation Model Ideas**

The high school group had met several times to discuss the draft model that they handed out. Mr. Kostroun explained. Comments/questions:

- Vertical advancement – not if on plan of improvement
- Three (3) credit course would count for three (3) years; bank for two (2) years
- Three (3) lanes vs. two (2) lanes – education to get to the third lane
- Have to honor the PI-34 process
- Master Educator (10 year license) = Master’s Degree?
- Credits earned works towards a Master’s Degree
- PI-34 does not necessarily work towards a Master’s Degree
- Intent is to enhance one’s classroom experience
- Flat rate is preferred by the teachers vs percent
- Tried to not “short change” one group at the expense of the others
- The top would remain the same from year to year with no increase
- “Hard to find” – administration decision

#### **Base Pay/Entry Level Pay**

Several sheets were included with the agenda of districts New Teacher Salary and the Average Teacher Salary.

#### **Discuss Percentage Versus Flat Rate Pay Increases**

Mr. Roth shared a list of talking points:

- Sliding salary schedule
- Alter paying lane movement; what’s left goes to steps
- \$38,000 beginning salary
- 20+ years to get to the top

- First third may need to receive higher increase than last third – incentive to stay in the profession
- No salary increases until after November 1<sup>st</sup>, but would be retro-active to July 1<sup>st</sup>

Mr. Roth will send this to all members.

### **Climate and Culture**

No discussion.

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

Next meeting is scheduled for Wednesday, December 17 at 5:30 pm. Ms. Treuden will try and place people on teachers schedule and make it interactive.

### **Adjourn**

Motion by Mr. Wopat, seconded by Ms. Fritz, moved to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 7:03 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 12/17/14