

## EVANSVILLE COMMUNITY SCHOOL DISTRICT

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

The Teachers Employee Compensation Committee meeting was held on Monday, October 6, 2014, at 5:30 pm in the District Board and Training Room.

#### **Attendance**

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

#### **Approve Minutes**

Motion by Mr. Kvalheim, seconded by Mr. Roth, moved to approve the September 15, 2014, minutes as presented. Motion carried, voice vote.

#### **Broad Banding Pay/Grandfathering/Making People Whole**

Mr. Roth explained broad banding; this would be moving to two (2) to three (3) columns (e.g. BA, MA, PhD) with steps. Discussion/Comments:

- Everything should be based on licensing.
- Additional degrees should not be compensated unless the degree pertains to the job assignment (e.g. we shouldn't pay for a teacher to have an administrative degree or a degree in Swahili, but should pay if a teacher has a reading license or a special ed license because the degree is useful to their teaching assignment).
- How do employees move under broad banding?

#### **Extra Duties: What are they? Who Should Serve in These Roles? Rationale for Assigning Extra Duties**

Discussion:

- Rationale for assigning extra duties? At times the six (6) credits that a teacher takes for license renewal does not benefit the District. Some would like to take credits that are outside the scope of education, e.g. course in marketing or project management.
- We have always focused on getting a Master's in the past and the expense got too expensive. The same could happen with licenses. Everyone focuses on getting additional licenses and we then compensate more and then it becomes too expensive.
- Is it possible for the broad band to include other certifications besides BA/MA?
- In past years we had a Credit Committee that reviewed/evaluated credit requests.
- Who will keep track of all the broad banding and points systems? It appears to take a lot of staffing to run this type of program.

Wauaukee's model discussed, reviewed Appendix A. In this model, you cannot gain more than one (1) step per year and points are cumulative.

Question for the Committee – What does everyone think about broad banding? Does it make sense?

- It is at least a way to capture predictability for teachers, but the devil is in the details.

- Looking at Waunakee, what happens at Step 19?
- Is there only an increase if there is money leftover?

Making people whole? Does everyone think we need to make people whole before we move forward? For lane movement, step movement, both, what schedule are we going to compare to?

Discussion/comments:

- Figure the cost of making all the lane movement people whole according to the old language; no steps, no retro pay.
- Grandfathering – whatever the new plan is going forward, we honor the current pay of everyone. Consensus is to grandfather all current employees; no one goes backwards. Consensus to grandfather all; yes.
- If we continue to move people forward regardless of their “market value”, we are not going to be able to afford to replace people in hard to fill positions if/when they leave.

Back to broad banding discussion. Is everyone in agreement to look at broad banding?

- Before we decide, we need to talk about what we value and what we need/want.
- The value should be in whatever makes someone a better educator
- Not in favor of moving to a single band.
- Model needs to be feasible and affordable.
- The single band allows for the most flexibility.
- Advancement is not the same as credibility in the profession.
- What do we value?
- There is value to letting teachers decide what they need to better themselves.
- There is value in allowing the District to decide what the District needs.
- Master’s degrees don’t make you a better teacher, but Master’s degrees are recognized by the community as being a benchmark of professionalism.

Consensus for broad banding. The number of bands or multiple bands? The majority said yes, but many were undecided.

### **Elmbrook and Sun Prairie Compensation Models**

Review these models on your own.

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

Next meeting is scheduled for Monday, November 17 at 5:30 pm.

Agenda items:

- Cost of making lane movement whole.
- Broad banding criteria discussion – review the other models and bring forth your ideas and be able to defend your ideas.
- Base Pay/Entry Level Pay.
- Discuss percentage versus flat rate pay increases.
- Climate and culture.

### **Adjourn**

Motion by Mr. Kvalheim, seconded by Ms. Pickering, move to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 7:00 pm.

Submitted by Doreen Treuden, Business Manager

Approved: 11/17/14