

EVANSVILLE COMMUNITY SCHOOL DISTRICT
CERTIFIED STAFF COMPENSATION COMMITTEE MINUTES

The Certified Staff Compensation Committee meeting was held on Monday, January 23, at 4:31 pm in the District Board and Training Center.

Committee Members:

Mason Braunschweig	Melissa Hammann	Dave Kopf	Christina Ross
Eric Busse	Katie Horgen	Rob Kostroun	Jerry Roth
Julie Creek-Hessler	Chrissy Humberg	Kyle McDonald	Mark Schwartz
Rich Fanning	Kim Katzenmeyer	JoAnn Mumm	Elizabeth Stalder
		Dee Jay Redders	Steve Swanson

Absent: Katie Horgen, Mason Braunschweig, Eric Busse, Rich Fanning, Kyle McDonald, JoAnn Mumm, Elizabeth Stalder

Develop Communication Plan

Mr. Swanson put together a memorandum to the board as to how this plan was developed. He presented the memorandum to the committee.

Mr. Swanson said the purpose of this meeting is to determine who, when and where we are going to deliver the message. Mr. Roth commented that all the people from the committee should be present.

Ms. Ross commented that we should have good representation from the committee to answer all the questions.

Mr. Kopf suggested a full mandatory meeting. Ms. Katzenmeyer commented that people are less likely to ask questions in a bigger group. It was suggested maybe to do meeting by K-5 and 6-12 grade groups.

Suggested dates: January 31 for the K-5 groups at 3:30 pm at TRIS LMC and February 2 for the 6-12 group at 3:30 pm at media room or the high school LMC. Mr. Swanson will confirm the sites.

Discussion was held regarding the memorandum presented.

Memorandum will be sent out to staff ahead of the meetings. Mr. Kopf suggested a visual model be available at the meetings. An example from each area should be included in the visual.

Ms. Humberg, Mr. Redders and Ms. Katzenmeyer volunteered be the examples to use in the visual models.

Ms. Creek suggested that the committee stress the fact that every year this model will change.

Ms. Katzenmeyer also suggested that we communicate that the model does not have to do with years of service. The message needs to be “when will I get a raise, not where am I on the model?”

Mr. Kopf questioned do they understand that they need to work towards their masters to move over?

Mr. Roth sees the draft of the memorandum going out to all staff within a week. Ms. Katzenmeyer suggested not to send out the model with the names. The model is available in the board packet.

Ms. Creek suggested to give out both documents. It is public knowledge.

Mr. Schwartz is wondering if it would smooth it over if we send it all out in an email before the meetings?

More discussion was held on the memorandum.

Mr. Swanson will update the memorandum as discussed.

Approve Minutes

Minutes were reviewed. The committee thanked Ms. Larson for taking the minutes. Motion by Mr. Roth to approve the minutes, seconded by Ms. Ross. Approved 11/0.

Approved to Adjourn

Motion by Mr. Redders, seconded by Ms. Katzenmeyer. Approved 11/0. Meeting adjourned 5:22.

Note Taker: Mindy Larson