

EVANSVILLE COMMUNITY SCHOOL DISTRICT
CERTIFIED STAFF COMPENSATION COMMITTEE MINUTES

The Certified Staff Compensation Committee meeting was held on Monday, November 21, 2016, at 5:31 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: Julie Creek-Hessler

Discuss Compensation Model

Mr. Swanson presented an “Important Numbers to Remember” document. This document included information on tax levy, mill rates, student membership, deficit to Fund 10 and open enrollment revenue. He also presented a revised compensation model.

Ms. Hammann commented that the Committee had also talked about reducing the number of cells.

Mr. Swanson commented that it will be awfully hard to build a salary matrix each year and it would depend on the amount of money available each year.

Ms. Katzenmeyer said the only drawback is it doesn’t take into account that it added money to every cell, but there is not a teacher in every cell. Mr. Swanson commented that the math only took place in the cells where there were teachers.

Discussion was held about migration years and stipends for catch up in some of the cells.

Mr. Braunschweig commented with less steps in equalized stepping that you would not be able to do that with the money available.

Ms. Katzenmeyer commented that the old model was very predictable.

Ms. Katzenmeyer asked, what would it have cost to just move people within the existing compensation model?

Mr. Kostrun wanted to clarify Ms. Hammann’s question about how mix permanent money into an ongoing matrix?

Mr. Kostrun asked about if we got rid of the big jumps, replaced those people and took off about five steps off the bottom and see what it looks like?

Ms. Katzenmeyer asked to see the following on the model.

How much would it cost if we left the model the way it was and move people down?

Mr. Swanson will send out a revised model.

Mr. Roth reviewed that was he was hearing was to take model that was created, cost it out just by moving people forward.

Ms. Stalder questioned if we are making the attempt to move masters forward?

Mr. Kopf questioned the FFA advisor stipend. Mr. Roth clarified that this is the first year of an annual stipend that he will receive if continues to perform those duties.

Roth suggested to table discussion until next meeting and until Mr. Swanson can reconfigure the model.

Ms. Katzenmeyer will recreate a couple of models.

Ms. Katzenmeyer suggested that we make sure model is competitive around the area and to meet all the goals. It might take making six different versions of that model and see where it fits.

Set Next Agenda

Revised compensation models.

Set Next Meeting Date

December 12, 2016, at 5:30 pm. Potentially that meeting might be a longer meeting.

Ms. Katzenmeyer, Mr. Redders, Mr. Kostroun, Mr. Roth, and Mr. Swanson will meet before to work on models.

Approve Minutes

Minutes were reviewed. Motion by Mr. Roth to approve the minutes, seconded by Ms. Katzenmeyer. Approved, 17/0 (voice vote).

Approved to Adjourn

Motion by Mr. Busse, seconded by Ms. Katzenmeyer. Approved, 17/0 (voice vote). Meeting adjourned at 6:39 pm.

Note Taker: Mindy Larson

Approved: 11/21/16