



Teacher Compensation Advisory Committee Jan. 13 Meeting Summary

The following is a summary of what was discussed and considered at the second Teacher Compensation Advisory Committee meeting on Tuesday, Jan. 13.

Background

Superintendent Don Johnson said minutes were not sent out in advance so minutes from first two meetings will be approved at next meeting. He also would like to reschedule the March 4 meeting to March 3 due to a conflict. The committee agreed.

Survey questions discussed

WASB attorney Bob Butler provided some background on the survey that he wants staff to take on compensation. He asked the committee to consider if the questions are understandable and if things should be added or subtracted from the survey template. He said the survey is valuable because of the rankings people give but also the qualitative data they provide.

The survey includes nine questions and should take 10-15 minutes. A 100 percent response rate isn't needed although he is hoping for 70-80 percent. The template survey includes demographic information, years of service – which allows the committee to see if veterans have different responses than newer employees-- strengths of old system, weaknesses of old system, rank factors based on importance, what are the challenges to changing from the last contract, and questions about present pay and benefits.

The committee was broken into four small groups and given 30 minutes to look at the template survey and make suggestions. It was also decided that the survey should also include the areas the Board has already agreed won't be a part of compensation considerations, such as a reduction in pay for any employee.

Reporting of small group results

The committee spent the final 80 minutes discussing wording changes to the survey.

There was agreement that demographic data should be more specific and break down employees by regular education core teachers, special education, student services, interventionists, enco-relective teachers, and other professional educators.

A group also suggested identifying that middle school is 5-8 and elementary is pre-K through fourth grade. A group suggested adding an extra category for teachers with 10 years or more (10-14, 15-19 and 20-plus) of experience because more than 50 percent of all faculty are in that. Someone also suggested allowing staff to list all teaching experience because some staff joined the District after working somewhere else.

There was talk about changing the ordering of the questions. Butler suggested not ending with three open-ended questions because if staff is pressed for time they may not answer them.

The plan to get the survey out by Thursday or early next week and give staff a week or so to complete it.