

# MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT

**Compensation Committee Meeting  
District Administrative Center  
7106 South Avenue, Middleton, WI 53562**

**Committee Meeting Minutes  
Tuesday, January 27, 2015**

The meeting began at 8:09 a.m.

**Present:** Steve Miller, Bob Schell, Vicki Schaffer, JoEllen Pauls, Sonja Hungness, George Mavroulis, Steve Plank, Preston Rodriguez, Joanna Cree, Dan Drangsveit, Kari Weiss, Drew White, Jaye Barbeau, Rebecca Saeman, Abbie Hannam, Tim Keeler, Tabatha Gundrum, Lori Ames, Board Representatives Anne Bauer, Ellen Lindgren and Attorney Bob Butler

**Not Present:** Don Johnson and Bob Green

## **1. Approval of Minutes from December 11, 2014 and January 13, 2015 Compensation Committee Meetings**

The committee approved the minutes of December 11, 2014 and January 13, 2015.

## **2. Discussion of Compensation Survey Results**

Bob Butler and the committee began the analysis of the survey data. Bob asked each of the small groups to review and discuss each question separately. The committee wanted to see filtered responses to make decisions to drive the discussion. Ideas that came from this discussion included, finding the right balance and fairness for all teachers, creating a compensation model that factors in everything, and looking at what is fair and equal.

The committee broke into groups to talk about the demographic data. Each group reported out on their discussions. Several committee members asked for more information on the budget and the how the process works. Below are other points discussed by the group:

- different tracks should be looked at for all staff rather than lumping everyone together
- focus on things that teachers are doing to improve learning in the district
- different pathways for teachers to choose – leadership, professional development, advanced degrees, professional growth options
- supporting teachers in growth
- expanded on the ideas of multiple paths for teachers to choose
- don't lose sight of the teachers choosing Middleton-Cross Plains because of the reputation and their desire to teach here

Bob Butler reviewed the middle and high school levels just like the elementary data. Committee members shared their thoughts on why the secondary schools' answers varied from the elementary data. The committee decided to combine the middle and high school data for conversation. Highlighted comments from the discussion are below:

- elementary is more focused on an event-based training and the high school level is more organic
- tie into SLO's, PPG's and professional growth models
- no canned professional plan for all teachers

- choose from two different contracts based on number of contract days worked
- teachers could choose the amount of days and professional development.

Bob Butler presented a text analysis on the individual written responses. The committee discussed the strengths and weaknesses in the current compensation system.

The committee broke for lunch at 11:50 a.m.

The committee reconvened at 12:30 p.m.

Bob Butler asked the committee groups to discuss the items that they are hopeful for in a new compensation system. Several of the comments are listed below:

- maintain strong programming
- review different models from different districts in allocating money
- predictable schedule
- maintaining benefits
- minimize the cross walk from one schedule to the other
- strong communication

The committee then discussed what the concerns are that come with the new compensation system. The feedback from the committee included:

- reduction of benefits
- sustainability
- hoop jumping
- competition versus cooperation
- distrust in the stability in the system

Several other items were reviewed by the committee. They include: making sure pay practices are administered consistently, dissatisfaction of the pay, consistency is lacking, and lack of districts to compare a schedule to.

### **3. Discussion of Core Components in the Alternative Compensation System Examples – Small Group Discussion and Reporting** *(The following are listed for discussion purposes only as components delineated in some of the alternative compensation examples).*

#### A. Knowledge and Skills

##### 1. District Credits (University, Alternative, District Provided or Sponsored)

The committee began this next section by discussing the possible use of credits in a new compensation system. The committee talked about an abstract model proposal, planned model or program growth. They also discussed a Middleton credit program. Time ran out for the day. The committee will continue this discussion at future meetings.

##### 2. Tuition and Student Loan Reimbursement

##### 3. Advanced Degrees

##### 4. Licensure for PI 34

##### 5. Licensure in Particular Certification Areas

6. National Board for Professional Teaching Standards Certification/Master Teacher
7. Additional Skills (e.g. foreign language, vocational licensures, etc.)
8. Additional Duties & Responsibilities
  - a. Mentor/Peer Coach
  - b. Staff In-Service Presentations
  - c. Curriculum Writing
  - d. Leadership Responsibilities – Grade level, Building Level, Curriculum Area
  - e. Other Professional Duties
- B. Educator Evaluation
- C. Market Incentives
- D. Student Learning Outcomes
4. Update on State Funding for 2015-2017 (Biennial Budget)
5. Recent Salary and Benefit Trends
6. Future Meeting Dates and Agenda Determination

The committee considered how to highlight the discussions that the committee has been having. The committee pondered how to communicate all this information to staff.

Future agenda items were discussed by the committee. The next meeting will be held on February 10 from 5:30-7:30 p.m. at the District Administrative Center.

The meeting ended at 2:52 p.m.

Respectfully submitted by Cheryl Janssen