

**MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT**  
**Compensation Advisory Committee Meeting Minutes**  
**District Administrative Center**  
**7106 South Avenue, Middleton, WI 53562**

**NOTICE OF COMMITTEE MEETING**  
**Thursday, October 1, 2015**  
**4:30 p.m.**

The meeting began at 4:35 p.m.

**Present:** George Mavroulis, Don Johnson, Steve Miller, Sonja Hungness, Joanna Cree, Stephanie Spence, JoEllen Pauls, Michelle Kruse, Bob Schell, Vicki Shaffer, Steve Plank, Jaye Barbeau (arrived at 7:01), Rebecca Saemen, Michelle Kruse (arrived at 4:45), Dan Drangsveit, Tim Keeler, Tabatha Gundrum (arrived at 6:35), Preston Rodriguez, Lori Ames, Board Representatives Anne Bauer, Ellen Lindgren, Bob Green and Attorney Bob Butler

**Not Present:** Drew White, Abbie Hannam

**1. Approval of Minutes from September 15, 2015 Compensation Committee Meeting**

MOVED by Rebecca Saemen SECONDED by Vicki Shaffer to approve the minutes of the September 15, 2015 Compensation Committee meeting. Motion carried unanimously.

**2. Final Language Review and Considerations**

Bob Butler began the review of the language revisions by highlighting some of the previous changes. Committee members asked questions throughout the review. There were changes that were editorial and some that were made after some discussion. There was an extended discussion about labor market factors.

Don briefly reviewed the budget document that the committee looked at during the last Compensation Committee meeting. Don reminded the committee that this is not the final plan or offer.

**3. Salary Compression Mitigation**

The committee moved into the discussion about the gap movement and correction. Several clarifying questions were asked about the gap plan. Administration will look into how we can make some type of differentiation at the bottom levels to separate those at the beginning level. Tabatha did some figuring on the cost of differentiating at the bottom level. Don called a vote on the differentiation at the beginning steps. Administration is looking at giving different amounts and spread out the bottom tier more. This concept will mitigate the compression at the first level and will be separated by a \$300 differentiation. The vote received mostly 4's, several 5's, 3's, and 2's. Several members were concerned about front loading the adjustments at the early levels rather than throughout the salary schedule.

**4. Timeline for Communication with Faculty and Implementation of Plan**

Administration is planning to bring the Compensation Plan to the board at the October 12 Regular Meeting with approval of the Compensation Committee. The board would review the plan, receive input, and then look at approving the plan at the October 26 Regular Meeting. Administration will schedule times to go to buildings and meet with staff to review the proposed plan and answer questions. These would be voluntary meetings for teachers. Administration asked that committee members would be present at these meetings to help with the discussion. These meetings would allow staff to offer feedback to the board by October 26.

George Mavroulis reviewed what the process will be for reviewing and awarding the points. If payments have been made, we will continue to pay and then convert to points later on as part of the transition plan.

#### **5. Review of Outstanding Questions Regarding Plan**

There were no other outstanding questions.

#### **6. Consensus Discussion/Decision on Full Compensation Plan**

Don Johnson called a fist to five vote on the Full Compensation Plan. The vote was as follows: 5 – 4 votes, 4 – five votes, 3 – six votes, 2 – zero votes, and 1 – zero votes.

There were questions regarding the process of making changes to the Compensation Plan by either the board or the Committee. That process was clarified with the group.

#### **7. Future Plan to Consider Additive Study, Related Salaries, Other**

A study group will be put together to discuss a plan for additives and other related salaries. As of right now, the additive pay will stay the same.

#### **8. Other Compensation Committee Items to be Discussed**

The Compensation Committee's first charge is the compensation end of the plan and the board will discuss how they want to proceed with the VER discussion/planning. There were concerns by the committee that the compensation and VER discussions won't be together. The committee is talking about moving ahead with the compensation changes and then reconvening the committee to review and plan for VER. Committee members who are interested may serve on the VER committee.

The meeting ended at 8:11 p.m.

Submitted by Cheryl Janssen