

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

NOTICE OF COMMITTEE MEETING

Wednesday, November 4, 2015

8:30 a.m.

1. Review of Major Considerations/Concerns Raised from Teacher Feedback
 - a. Movement from a Partial Step Position to a Full Step Only is Problematic-This is especially an issue in year 2 of implementation-All teachers should be able to receive a \$1,200 raise annually
 - b. Concerns about recognizing/not recognizing service in district vs. overall experience
 - c. Concerns about flat dollar increases at all levels vs. percentage increases of salary schedule
 - d. Requirement of points is too high and requires too much additional time of teachers annually
 - e. Retro credits may place some teachers in a position to never be required to do professional development, or exempt them for many years
 - f. There should be a pay differential between first year and second year teachers, and other similar situations
 - g. Who will be the gatekeeper of committee membership/access and will it be a fair selection process?
 - h. Not recognizing experience outside MCPASD in the point grid is not fair/equitable
 - i. Teachers in gap should be reimbursed at 100%

2. Current Salary Schedule-Some Context for Committee
 - Rate of inflation over last 5-10 years
 - QEO
 - Level of Legislative Funding
 - Enrollment Benefits in Budget in MCPASD
 - Requirement to make Large Changes to Progress

3. Parking Lot for Less Global Issues
 - Points for Foreign Travel Supervision
 - Approving PD Requests in a Timely fashion
 - Presenting PD should be worth more points
 - Points should be given for Administrative Subbing
 - August 15 deadline is too early for transcripts for credits
 - What about the possibility/probability of CPI increasing in the future?
 - Points for supervising Student Teachers/Interns

4. Changes to the Plan for Consideration
 - This will be a discussion of possible alternatives to address the concerns and considerations raised by teachers attending Compensation Meetings

6. Parking lot issue discussion-Which warrant more consideration and discussion, or not?

7. Timeline and Communication Plan
 - Feedback cycle with teachers
 - Bringing back to BOE
 - Timeline for payroll implementation
 - Other?

11.02.15