

MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT

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

Committee Meeting Minutes Thursday, December 11, 2014

The meeting began at 6:01 p.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, Jay Barbeau, Rebecca Saeman, Abbie Hannam, Bob Schell, Steve Soeteber, Tabatha Gundrum, Lori Ames, Don Johnson, Board Representatives Anne Bauer, Bob Green, Ellen Lindgren and Attorney Bob Butler

Not Present: None

- 1. Introductions** - Don had everyone introduce themselves and gave an overview of the committee purpose and process. Don asked the group to participate in a brief icebreaker activity. Some staff reported out on their icebreaker discussions. Bob Green addressed some of the comments.
- 2. Operating Principles of the Committee** – Don shared the three items the board committed to not do during this process: they will not reduce base salary, they will not pay based on test scores and they will not pay based on employee evaluation (Educator Effectiveness scores). Bob Butler reviewed the LiveBinder with everyone. This is a place where we can collect the data for the committee. Bob Butler reviewed the factors that need to be considered in the compensation system, transition process, access to additional compensation, and what will we use for a monitoring system.
- 3. Mission of the Committee** - Bob Butler instructed the committee to ask themselves the following questions when reviewing each of the compensation model examples: three things I like, three things I am ambivalent about, and three things I don't like. Also ask, do I know what I would have to do in this system to move and where I would be on the scale. Bob Butler reviewed some of the sample plans and a sample survey.
- 4. Overview of Alternative Compensation System** – Bob Butler reviewed the PowerPoint with the committee. The committee reviewed several different systems and the legal implications of the contract. The committee also reviewed pertinent items to use when designing a program/system.
- 5. What Presently Exists** – Bob Butler reviewed the current pay scale in the district. Tabatha gave a brief overview of the scale and the process for removing some of the steps. The intent in removing some of the lower steps was to move up the base pay for beginning teachers. Tabatha would like to look at improving our initial hiring salary. Tabatha also reviewed the additive schedule with the group. The group received a pie chart on teacher pay. Tabatha explained the pie chart to the committee and shared the benefits that teachers receive from the district.

6. **Discussion of Compensation Survey Questions** – This will be discussed in more detail at the next meeting.
7. **Next Steps and Topics for Upcoming Meeting** -The plan for the next meeting is to break the committee in to smaller groups of approximately 4. The groups will look at a template of survey questions and assess what the committee needs to clarify and ask staff. Bob Butler will then send out the survey after the next meeting. Bob Butler asked that if anyone has data to add to the LiveBinder they should send it to Tabatha and Cheryl.
8. **Future Meeting Dates and Agenda Determination**

Don recapped tonight's meeting and future meeting plans. The committee will look at the additive schedule and turnover information. Don also reminded the committee members that they are going to be a conduit for other staff in sharing this information.

The meeting ended at 8:02 p.m.

Cheryl Janssen, Board Secretary