

MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT

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

April 15, 2015
4:30-7:30 p.m.

The meeting began at 4:34 p.m.

Present: Bob Schell, JoEllen Pauls, George Mavroulis, Don Johnson, Preston Rodriguez, Dan Drangsveit, Drew White, Jaye Barbeau, Sonja Hungness, Steve Miller, Abbie Hannam, Steve Soeteber, Kari Weiss, Michelle Kruse, Steve Plank, Tabatha Gundrum, Lori Ames, Board Representatives Ellen Lindgren, Bob Green, Anne Bauer and Attorney Bob Butler

Not Present: None

1. Approval of Minutes from March 3, 2015 Compensation Committee Meeting

MOVED by Anne Bauer **SECONDED** by Ellen Lindgren to approve the minutes from the March 3, 2015 meeting. Motion carried unanimously.

2. Teacher Salary – Review status of the following in a new compensation model

- Additional Assignments
- Evaluations
- Leave
- Schedule Movement
- Clarification of PDP Value on Schedule/District Review of PDP
- Professional Development/Professional Learning
- Skill Acquisition

Special education stipends was the first item discussed. Bob Butler presented background information on how other districts handle this item. The committee broke into small groups to discuss the stipends. The groups provided feedback from their conversation. The majority agreed on maintaining the stipends and agreed there should be differentiation. Most regular education teachers understand the difference in pay and the weighting of caseloads.

Deficiencies language and the movement on the pay schedule was reviewed and discussed. There were also questions from the committee on how the salaries are going to continue to move on the new salary schedule.

The committee then moved into the professional development hours and points discussion. Points and hours were discussed. Each small group shared their thoughts. The majority of the committee felt that the point scale would work the best. It was stated that a subcommittee would meet to define a grid for the points system.

The committee then reviewed the approval of credits, PDPs, and grading. The committee also discussed possible pay schedules and how the teachers move on that schedule. Bob Butler charged the groups to look at the PDP language and the language for Master Educator/National Board certifications. Each of the groups reported out. Most of the committee felt we should recognize the National Board certification with a stipend and maintain the

stipend as long as the licensing is maintained. Initial educator questions were discussed. The committee also reviewed points for completing the district's new teacher program.

Labor market factors was the next item for consideration. There were several questions on this topic. Most of the group agreed that they did not like the situation but realized that it is happening everywhere. The committee would prefer to do a Grow Your Own plan whenever possible versus paying these stipends.

3. Review Proposed Salary Models

- Transition Year Discussion

The committee did not have time to review the proposed schedules. Administration will make changes to the schedules to reflect the ideas discussed at this meeting.

4. Future Meeting Dates and Agenda Determination

The committee will meet on May 12 at 4:30-7:30 p.m. Administration will look at one more date before the school year ends.

The meeting ended at 7:38 p.m.

Cheryl Janssen, Board Secretary