

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

NOTICE OF COMMITTEE MEETING
Wednesday, May 27, 2015
8:30 a.m. to 3:30 p.m.

The meeting began at 8:32 p.m.

Present: George Mavroulis, Don Johnson, Preston Rodriguez, Dan Drangsveit, Drew White, Steve Miller (arrived at 1:52 p.m.), Jaye Barbeau, Sonja Hungness, Abbie Hannam (arrived at 10:05 a.m.), Tim Keeler, Joanna Cree (arrived at 11:06 a.m.), Stephanie Spence, JoEllen Pauls (arrived at 10:17 a.m.), Michelle Kruse, Steve Plank, Tabatha Gundrum, Steve Soeteber (arrived at 10:25 a.m.), Lori Ames, Board Representative Anne Bauer and Attorney Bob Butler

Not Present: Kari Weiss, Bob Schell and Board Members Bob Green and Ellen Lindgren

A brief review of the agenda was given by Don Johnson. Don highlighted some of the goals for the day.

1. Approval of Minutes from May 12, 2015 Compensation Committee Meeting

MOVED by Sonja Hungness **SECONDED** by Anne Bauer to approve the minutes from the May 12, 2015 meeting. Motion carried unanimously.

Rebecca Saeman asked a question about the Grow Your Own Program. There was some clarification on the process and payment terms. Several scenarios were reviewed with the group also.

2. Level Changes (Points, Credits, Hours-There was some agreement at the last meeting on points)

- a. Longevity/Experience
 - i. Full Level Per Year
 - ii. Points for One Year of Experience (e.g., 15 points/60 for level increase)
 - iii. No credit for experience
- b. Professional Development
- c. Leadership Responsibilities
- d. Other Assignments/Duties
- e. Other

Bob Butler started the conversation where the committee left off from the last meeting. The sample salary scale was reviewed and the process of cross walking was discussed for the first time. Cross walk samples were presented by Tabatha. Several different models were reviewed with the committee. These tables will be added to the LiveBinder. The administration wanted to explain the tables and the cross walk process before putting them in the LiveBinder. Clarification of the levels and tiers was given. Questions were asked about the scenarios.

The committee needs to decide on the model and what allows for movement on the schedule – professional development, years of service, or a blend of the two. The committee broke into two groups to discuss the pros and cons of the samples. The groups reported out on their discussion. Some of the ideas included: decreasing professional development points later in a teachers' career, want maximum earnings to stay the same but understand the impact on the other end, suggested doing something visually different to change how staff view it, parameters are needed for practicality and budgeting, limiting lane changes by 3-5 years as a possibility,

preferences for the grids, and a master's degree should not be the only way to move another column. The committee moved into groups again to discuss what was reported out.

The next discussion centered around the blended schedule, master's versus professional development points accrual (don't want to create barriers), and possibly creating a third category Tabatha presented a visual grid on several advancement scenarios.

After lunch, the group began looking and discussing the possibilities. Bob Butler asked for an initial point of view on the blended model. Votes ranged from 3's and 4's. The point values were discussed next. Master's equivalent to be moved over to another lane was one option. There may be multiple ways to receive credits/points and being able to bank those points. Stipends could be used for staff who are the top of the schedule. The committee worked on a 60 point schedule to move a tier (20 years just for a year of service and 40 more credits/points to complete the move). One suggestion was to make 1 point = 1 hour which would make it easier to manage. The committee discussed whether staff later in their career would have to earn less professional development points. Below are some examples of what was discussed:

60 point proposed schedule

- 0-10 years = 20 points for service credit + 40 points for professional development
- 11-20 years = 25 points for service credit + 35 points for professional development
- 21+ years = 30 points for service credit + 30 points for professional development

This schedule would reward staff for staying in the district, not just years of experience.

A straw poll on the above was given (all 4's and one 3). This proposed schedule passed with a majority.

Masters equivalency was the next subject reviewed and discussed. The committee felt that the National Board Certification should be equivalent to the master's degree lane and that a teacher would not be moved back if they do not renew NBTC. The committee did not want to give NBTC another column on its own. A \$1,000 stipend versus movement on the scale is enough. A straw poll was given (half 5's and half 4's).

A straw poll was taken regarding removing the Masters and NBTC equivalency (mostly 4's, one 0 and a couple 3's). There was some discussion regarding the disagreement on this item.

Bob Butler summarized what the committee has initially agreed upon. This proposed schedule will be brought back at the next meeting with the list of professional development activities, banking language, and the cross walk and cost. The committee will then have time to discuss the proposals.

The committee then took a straw poll on the larger grid (26 x 10) that was proposed (mostly 3's with several 2's and 4's.)

The committee felt that the other grid deserved more discussion time. The straw poll for this item was all over the board. The discussion then ensued of sustainability and that the grid will be stretched out. Tabatha and George will present several scenarios using this other salary schedule at the next meeting.

3. Compensation for Additional Duties/Leadership Not Part of Level Changes

This item was not discussed.

4. Lanes

- a. National Board Certification/Master Educator
- b. Master's Degree
- c. Other Lanes

This item was discussed as part of Item 2.

5. Amounts for Levels

- a. \$300, \$500, \$1,000, Other

This item was briefly reviewed as part of Item 2.

6. Voluntary Early Retirement

Don framed up the VER discussion that they had at MHS yesterday. The items included:

- Background & History
- How did it develop from insurance to HRA
- Current benefit
- What are other district's doing?
- Current benefit applies to retirees only
- Fairness of the current system
- Fairness that equates a 15 year teacher getting the same amount as a 35 year teacher
- HRA versus 403(b)
- Impact on teacher salaries further down the road

Don then opened it up to the committee for conversation. The current benefit is in place until June 30, 2015. The board needs to decide on this no later than December 15. Don then asked for any questions from the committee. The committee agreed to another day-long meeting on June 22.

7. Transition to New Compensation Plan-Costs and Timing

This will be discussed in more length at the next meeting.

The meeting ended at 3:25 p.m.

Submitted by Cheryl Janssen