

**MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT**  
**Compensation Advisory Committee Meeting Minutes**  
**Kromrey Middle School – Room 504**  
**7009 Donna Drive, Middleton, WI 53562**

**NOTICE OF COMMITTEE MEETING**  
**Monday, June 22, 2015**  
**8:30 a.m. to 3:30 p.m.**

The meeting began at 8:44 a.m.

**Present:** George Mavroulis, Don Johnson, Drew White (arrived at 12:30 p.m.), Steve Miller, Jaye Barbeau, Sonja Hungness, Abbie Hannam, Joanna Cree (arrived at 12:20 p.m.), Stephanie Spence, JoEllen Pauls, Michelle Kruse (arrived at 12:30 p.m.), Steve Plank, Vicki Shaffer, Kari Weiss, Tabatha Gundrum, Lori Ames, Board Representatives Anne Bauer, Ellen Lindgren (arrived at 11:02 a.m.) and Attorney Bob Butler

**Not Present:** Board Member Bob Green, Tim Keeler, Dan Drangsveit, Rebecca Saeman, and Preston Rodriguez

**1. Approval of Minutes from May 27, 2015 Compensation Committee Meeting**

There were no changes on the minutes and everyone present approved the minutes.

**2. Review Potential Compensation Model Language**

Bob Butler then began to review some of the language that the committee has worked on to this point. The first item was to decide on which compensation model the committee approved of more in order to aid in drafting the language. Don asked for a hand vote on which model was preferred. The vote was: 26x10 model – 0, blended model – 12. The blended model concept was approved. The committee did not finalize any numbers on the blended model. Several different scenarios were discussed regarding the movement, years of services, and professional development requirements, also.

Administration asked opinions on how many steps there should be between levels on the blended model. One person voted for three steps, seven people voted for four steps, and five people said either one was fine as long as it was sustainable. The four steps between models was decided upon and the committee agreed to review and change as needed. There may be quarterly meetings the first year to review how the final system is working.

The next discussion was on professional development opportunities. Bob Butler reviewed the items that were agreed upon prior to this meeting and then reviewed several new items. Point values for all of the items listed were discussed and initially agreed upon. All the language changes will be reflected in the document on the LiveBinder.

**3. Review Examples and Costings of Different Compensation Models**

Tabatha Gundrum explained the proposed salary models to the committee. Tabatha used scenarios to explain the progression in each of the salary models. After reviewing the first scenario, the committee asked clarifying questions. The crosswalk procedures and explanation was the next item discussed. The committee had more questions. The committee reviewed the proposed scale amounts (starting and ending salaries). According to the discussion from the committee, some changes were made during the break. The changes were reviewed with the committee. Longevity and professional development credits were then reviewed and discussed. The committee then moved into the language review.

#### **4. Voluntary Early Retirement**

This item was not discussed.

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

Don asked what the big rocks are that remain. The committee determined that they need to finalize the points system and then work on bringing all the pieces together.

The meeting ended at 3:35 p.m.

Submitted by Cheryl Janssen