

**MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT**  
**Compensation Advisory Committee Meeting Minutes**  
**District Administrative Center**  
**7009 Donna Drive, Middleton, WI 53562**

**NOTICE OF COMMITTEE MEETING**  
**Tuesday, September 15, 2015**  
**8:30 a.m. to 3:30 p.m.**

The meeting began at 8:34 a.m.

**Present:** George Mavroulis, Don Johnson, Drew White, Steve Miller, Jaye Barbeau, Sonja Hungness, Abbie Hannam, Joanna Cree, Stephanie Spence, JoEllen Pauls, Michelle Kruse, Bob Schell, Vicki Shaffer, Steve Plank (arrived at 9:54 a.m.), Rebecca Saemen Dan Drangsveit, Tabatha Gundrum, Steve Soeteber, Steve Miller, Preston Rodriguez, Lori Ames, Board Representatives Anne Bauer, Ellen Lindgren and Attorney Bob Butler

**Not Present:** Board Member Bob Green, Kari Weiss (no longer an employee of the district)

**1. Approval of Minutes from June 22, 2015 Compensation Committee Meeting**

MOVED by Ellen Lindgren SECOND by Bob Schell to approve the minutes of the June 22, 2015 Compensation Committee meeting with the addition of Bob Schell's name to the list of people present. Motion carried unanimously.

**2. Review Potential Compensation Model Language**

Don distributed information on several compensation plans and walked the group through those scenarios. A brief overview of some of the models was given and will be reviewed in more detail throughout the meeting.

Bob Butler highlighted the draft language concepts. The language was reviewed page by page and the changes were highlighted. The professional development and learning options table was discussed in length which is where a large amount of changes come in to the compensation plan. The committee reviewed the table that lays out the point system. There were several suggestions and changes made throughout the review.

Accounting of Professional Points was the next large topic in this section. The banking of points was discussed and voted on by the group. Three people gave fists stating that they don't agree with banking points. Most of the other votes were 4's and 5's with one or two 3's. Several concerns were shared regarding the model and its sustainability if we allow banking of points. The committee then discussed the sustainability options for banking points. The committee voted again on the banking proposal, which were mostly 5's and several 4's.

The committee then discussed the number of points being utilized when going from the bachelor's lane to the master's lane. There were several scenarios reviewed with the group regarding the use of points and banking of points. There was a lot of discussion again about sustainability. The committee voted on deducting 300 points to move from the bachelor's lane to master's lane. The vote consisted of one fist, one 2, and mostly 5's.

Disbursement of the banked points was the next discussion. The committee looked at spending only 60 points per year, and questioned the ability to just bank experience points and not expect professional development points each year. The committee then voted on banking experience points, not requiring extra professional development each year, and not limiting the points banked. The vote contained several 3's and 4's and the other half were 5's. The committee then discussed and addressed some of the concerns. When a second vote was taken, the vote was similar to the first.

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

Bob Butler then led the committee to the tab on the LiveBinder with the new compensation model information. Tabatha began the conversation for the placement plan on the new schedules and background was presented. Tabatha shared several scenarios that were presented to the board. There were some questions from the committee on the placement of teachers on the new scale and closing the gap issues. The committee shared feedback on the details presented. Don asked if the committee felt this was a fair proposal. The vote was mostly 5's and several 4's. Don then presented that with the large enrollment increase we may have extra funds for salaries. He asked for a vote to see what possibility was favored. Using the funds to fix the gap even more received 9 votes and using the funds for an extra percentage increase for all teachers received 3 votes. Jaye Barbeau suggested that if there is extra money he would like it to go to the paraeducators because of the great jobs they do.

Below is the proposed process for making the change to the new compensation model:

- Lane changes
- Gap changes
- Cross walk changes
- Cost of living increase

The committee then moved to crosswalk discussion. There were some concerns about the gap created at the beginning of the salary schedule. There was plenty of discussion about the proposed change.

### **4. Review the Gap Scenario Costing Document**

This item was discussed as part of Item 3 above.

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

Below are the items that need to be discussed by the committee:

- Continue/complete the review of language items
- Finish discussion on cross walk

The committee determined that they would meet again on October 1, 2015 at 4:30 p.m. The meeting will take place at the District Administrative Center.

The meeting ended at 3:33 p.m.

Submitted by Cheryl Janssen