

MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT

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

NOTICE OF COMMITTEE MEETING

Tuesday, February 24, 2015

8:00 a.m. to 3:00 p.m.

The meeting began at 8:07 a.m.

Present: Steve Miller (arrived at 8:23 a.m.), Bob Schell, Vicki Schaffer, JoEllen Pauls (arrived at 10:00 a.m.), Laura Love, Don Johnson, Steve Plank, Preston Rodriguez, Joanna Cree, Dan Drangsveit, Drew White, Jaye Barbeau, Stephanie Spence, Michelle Kruse, Sonja Hungness (arrived at 8:19 a.m.), Kari Weiss, Rebecca Saeman, Abbie Hannam, Tim Keeler (arrived at 8:32 a.m.), Tabatha Gundrum, Lori Ames, Board Representative Ellen Lindgren, and Attorney Bob Butler

Not Present: Board Representatives Bob Green and Anne Bauer

1. Approval of Minutes from February 10, 2015 Compensation Committee Meeting

MOVED by Drew White **SECONDED** by Steve Plank to approve the February 10, 2015 minutes.

2. Brief Review of the District Budget for 2015-2016

Don welcomed the group to the day-long meeting and presented a brief overview of the proposed budget status that was discussed at the last committee meeting.

3. Teacher Salary

- Additional Assignments
- Evaluations
- Leave
- Schedule Movement
- Professional Development/Professional Learning
- Skill Acquisition

Bob Butler started the committee off with the large task of reviewing professional learning and the impact it would have in this district for compensation. Bob Butler asked for concepts from the groups. Items discussed included: PDP, graduate credits, MCPASD credits, PLC groups/SLO's, National Board Certification, point based systems, and group action research.

Jerry Nicholson, Director of Student Services, joined the committee to discuss the special education stipends. This information coincides with the additional assignments section. Historical background was presented to explain the caseload weight stipends. The committee discussed the weight scale, caseloads, and payments for IEP's. There was a short small group discussion on what was presented. There were several follow up questions from the committee.

Bob Butler asked the committee to continue reviewing the information discussed prior to the special education conversation. The groups worked on examples for each of the professional development types. Each group reported out on their conversation. The following examples were shared with the larger group: PDP versus credits, levels of masters degrees (2), opting into PI-34, growth concept and value, audit credits, clear path on the salary schedule, stipends on certain licensures such as reading and special education, flexibility, and alignment with district or building goals.

The committee took a lunch break beginning at 11:47 a.m.

The meeting resumed at 12:29 p.m.

National Board Certification compensation was discussed. Several possibilities were discussed about whether or not to provide extra compensation for the certification. There was not a consensus from the committee on this item.

Professional Development Plans (PDP) were reviewed by the committee next. Small group work was shared out with the whole committee. Several ideas were discussed.

Staff Initiated Organized Class, Professional Advancement Hours and Group Action Research were combined for the next round of small group work. The committee thought that recognizing these items encourages collaboration in the district.

Additional Assignments/Duties were highlighted. The groups discussed how the following items should be reimbursed.

- Additional Class – out of the regular salary structure
- Moving Classroom – out of the regular salary structure
- Special Ed Caseload – out of the regular salary structure
- Group Action Research – professional development/points toward advancement on schedule
- Staff Inservice Presentations – professional development/points toward advancement on schedule
- Curriculum Writing – professional development/points toward advancement on schedule
- Homework Help Programs – out of the regular salary structure
- Travel – out of the regular salary structure
- Teacher Leaders – professional development/points toward advancement on schedule (not full consensus on this item)

4. Voluntary Early Retirement Discussion

This item was not discussed due to time.

5. Future Meeting Dates and Agenda Determination

The meeting ended at 3:04 p.m.

Respectfully submitted by Cheryl Janssen