

LECTF - August 3, 2016

The meeting came to order at 18:00.

In attendance:

JEA- Vicki Olsen, Melissa Brown, Katherine Manousakis, Amanda Parker, Jennifer Black, Jessica Dunn

JSD- Janice Voorhies, Jen Atwood, Matt Young, Anthony Godfrey

Janice welcomed the committee.

Introductions were made.

Co-chairs were nominated and elected. Melissa Brown will co-chair as the teacher representative. Janice Voorhies will be the co-chair as the District representative. Janice will conduct this meeting and Melissa will conduct the next.

Ground Rules:

There was a discussion about the possibility of caucusing. There was a feeling by District representatives that this committee is not negotiations and there should be a free exchange of information and ideas. Teacher representatives felt that there might be times when there are different points of view when firm decisions need to be made and it would be good to be able to have a more private discussion.

Melissa reminded the committee that our purpose is to make a recommendation that needs to be taken back to negotiations.

Melissa expressed the importance of consistency. If someone is not able to attend the meeting, we don't want a substitute. If a person is not able to make a meeting, they can catch up via the minutes. The committee agreed. Kim Baker will be joining the committee but is not available until September 1.

Amanda asked about meeting locations and suggested the possibility of holding the meetings in alternating locations, including the UEA Building.

The committee reserves the right to add ground rules in the future.

Meeting Dates:

The next meeting will be held on August 11, at 4:30 pm, at the JSD Admin building in the room at the top of the stairs. The meeting after that will be on

August 29, at 4:30 pm. Future meetings will take place on Mondays at 4:30 pm and will be scheduled two meetings in advance.

Janice suggested that meeting times be consistent. A discussion about the frequency of the meetings so that the business of the committee can be completed prior to negotiations in February. The length of the meeting is going to be 60-90 minutes.

Discussion Items:

Melissa read the negotiations language for the LECTF. (See the Negotiated Agreement)

Jessica will email the committee the minutes as well as provide the email addresses for the team.

The process for approving the minutes will be to look over them at the next meeting before they are posted online. The minutes will be posted on the JSD website in the same area as negotiations.

Each person on the team took a minute to share what they would like to see the committee do, a direction they'd like to see the committee head.

Janice- An opportunity for teachers to grow and broaden their expertise, branch out and master or mentor that will help them feel valued. She has long felt that education is not as valued by our citizens because everyone gets ranked in the same pot. They look the same. Since we have so many people who are doing a really good job, she would like to have a way to say that.

Jen- She echoed what Janice said. She also wants a way for teachers to stay in the classroom while still getting the money they need for their family and not reaching outside of their profession. She doesn't feel at this time that she can recommend the teaching profession because we aren't giving teachers what they need financially and for their classroom.

Matt- Is optimistic about what we can accomplish together. We have a great opportunity to elevate the teachers in the JSD. That is the only purpose of this committee - to elevate our educators in the community through compensation. This is when we can dream and think big about what is possible and then whittle down from there. We have the opportunity to make something that other people will look to in the future. An elevating change. He rejects the idea that there isn't anything that JSD

can do to elevate the teachers. There are concrete/monetary things the District can do. He wants people to be proud to be teachers.

Jennifer- Is excited to be a part of this process. She acknowledges that there are a lot of outside forces that influence our profession. It is also a little scary because what looks good to one person doesn't look good to another.

Anthony- Obstacles: financial and professional support and skills. This is an opportunity to be creative about our support to overcome those obstacles.

Amanda- She is a younger educator and she compared her experience with her friends in other fields who make more money than she does. She has started to do research into what other Districts are doing. She is excited to look at lots of possibilities. She has worked a second job to financially support herself, as have many educators. She doesn't have an end goal but wants to find something that works for us.

Katherine- Wants to look outside the box for things that will help teachers beyond finances, including PD and leave. It is important to support new teachers but also those that have been in the District a long time. It would be good to revisit some old practices.

Melissa- She mentioned that her sisters have less degrees than she does but earn more money than she does. Teachers go into the profession knowing they won't make a lot of money but they do desire more respect. She gets tired of hearing that her classes are bigger than her colleagues next door just because the students like her better. There are inequalities in it such as more time spent grading papers. JSD used to be the District to work in but now it is the bottom of the barrel. She mentioned the possibility of making more money by going to Salt Lake District. New teachers coming into the District make more money than their equivalent colleagues because they didn't have frozen steps. Morale is still a major issue.

Vicki- Compared school to a business. Even though we aren't a business, we are in the business of educating students and should use some business practices. There are things that we could bring back that would help keep people in the District such as professional development and time. She referenced the old Career Ladder system. She suggested extended contracts for teachers that want to work longer days or into the summer. Structured system: if you do X, you get Y. Insurance benefits.

Janice suggested that the assignment for the next meeting is to bring 3 things would help our teachers feel valued and recognize that they are valued. It could be perks, compensation ideas, alternative tracks, etc. We could start by brainstorming ideas and see what is important. We'll take from that list and then do research.

Melissa suggested distributing a survey to JEA members in September that could be open ended. The team will brainstorm survey questions and bring them to the next meeting.

Matt asked about the committees comfort level with the current compensation package. Jennifer said she doesn't know what new employees are receiving. Melissa referred to the administrative package and asked for more information. Katherine asked for the history behind the compensation packages. At the next meeting, committee will come back with questions they would like to know about the current compensation plan.

The minutes will be a record of reoccurring questions from teachers so the committee can address them.

The meeting adjourned at 19:08.