

LECTF - February 13, 2017

In Attendance: Melissa, Anthony, Jennifer, Janice, Katherine, Kim, Amanda, Jessica, Matt, Vicki, Jen

Melissa welcomed everyone and thanked Matt for the snacks.

Approval of the minutes from January 30, 2017.
- the co-chairs signed the minutes

Anthony provided draft copies of two teacher salary schedule handouts. Opinions were shared about the appeal between the single and double lane options. The majority of the committee liked the single lane schedule.

Motion to approve the single salary schedule. Melissa/Kim Approved

Vicki asked everyone to refer to the spreadsheet that was provided at the previous meeting. She pointed out that step 9 plateaus and even with the reimplementation of the frozen steps, it will be a minimal increase for employees.

Melissa asked for clarification about when the veteran employees would receive the onetime bonus. Matt said his understanding is for the 17-18 school year and would be paid at the end of the year. The payment date is up for conversation. Melissa asked to ensure that the bonus money would be paid in the 17-18 school year then it would be less difficult to accept the salary changes.

Janice asked Matt to clarify the money. He explained that the pot of money will be available for year 2 and the amount has not yet been determined.

Melissa and Amanda referred to the veteran employees who will be affected and those that will be voting on the ratification package.

Vicki asked for a hard number for the amount of money that is available in the bonus pool. Matt asked for a suggestion for the amount of money that would make it worth a conversation. \$1,000 was suggested as a minimum. There was also a question about the possibility of the payment being in December and also paying the bonus in two lump sums. Anthony suggested that it be standard for one payment unless someone chooses to opt for two payments.

There are 572 FTE out of 2,590 FTE that are currently on step 15.

Prior to the meeting, Vicki asked John to help run some numbers and provided copies of a salary schedule with changes to a few steps. The cost of the implementation of the changes would be \$1 million.

Janice asked for comments about a \$1,000 longevity bonus. Matt said the term "longevity" isn't appropriate because the bonus might be going to people who haven't been in JSD as long as someone else.

Vicki identified two problems: 1. Step 15 with the old sheet doesn't see a significant bump so the longevity bonus helps those employees. 2. The plateau areas will only get a small increase even with getting back the frozen steps.

Matt pointed out that in this scenario there is going to be someone that is making less than others. He asked what the floor is for a person to receive an increase in order to make it better. Vicki suggested \$1,200. Jennifer agreed that something needs to be done to reward veteran employees but she expressed concern over the \$1 million price attached to it.

Melissa asked for clarification about whether an employee who hits the step 15 with these changes gets the bonus or if it only goes to employees who were already on step 15. Anthony said that no matter what, there are going to be people that like the changes and others that won't.

Anthony suggested that the bonus be a bridge to help people transition between the salary schedules. Vicki suggested it would be better to add the bonus money to an employee's salary so it affects their salary forever. Matt said that there could be a possible longevity portion for year 2 of the bonus pool. It might be a smaller chunk of money, but it could happen.

Amanda asked for clarification about the intention of the bonus money.

There was continued discussion about how to apply the bonus money - whether to give a flat amount of money or give an amount that makes the increase equal to \$1,200. Vicki reminded everyone that all employees will move up a step. Also, the movement will take place on the old salary schedule before the transition to the new salary schedule.

Katherine expressed that she has been told to stick with the district and the money will come around, yet here the money is and she feels that the money isn't sufficiently going to the veteran teachers.

Janice expressed concern about changing the floor because it would significantly put us behind on our work (LECTF).

Anthony and Melissa calculated the number of people who are in the middle lanes that aren't going to see much of an increase to be about 100 people. Anthony suggested that we treat those employees similar to the step 15 employees and give them a one-time bonus. Janice asked if we would be able to sell a "bridge payment" to help them get to the next year's salary increase. Janice said that whatever we do, we need to give everyone a sense that we are attempting to make things better.

Vicki pointed out that if we don't do a salary change, the negotiations process would have included a step/lane as well as a COLA. We aren't sure what the difference is for what an employee would have received and what we are trying to provide for them through LECTF.

Anthony suggested that we be careful about not getting ourselves back into the spot where there is a jump and then there is a plateau again.

Kim and Melissa suggested the wording for a bonus include the specificity that this is a one-time bonus.

It was agreed that the employees on step 15 and that have worked 15 continuous years of service will get their salary increase plus \$1,200. The discussion centered around the possibility of looking at each person individually so that only people who have 15 years of experience in JSD get the bonus. Anybody in the plateau be given a bonus to make up the \$875.

Clarification:

Step 1-\$1,200 on top of the increase for employees on step 15 and that have worked continuously in JSD

Step 2-\$875 to make up the difference for anyone that isn't going to receive that amount

These amounts will help make up the base line for the pool of money for phase 2.

In the 17-18 school year everyone will receive a minimum increase of \$875. After that, everyone will increase at least \$875 unless they choose to apply for the extra bonus money.

Janice suggested at our next meeting we look at the numbers and then set up a schedule for what we are going to do next.

Melissa shared a rough draft of visual directions to help an employee understand their transition. It was agreed that the screenshots are important to

be included on the document. It was suggested that there be a deadline for employees to contact payroll with errors.

Melissa shared the document that she will present to the school board on February 28.

Next Meeting:

February 27 (Vicki)

February 28 (present to the board)