

Approved electronically:

Vicki/Melissa

Kim, Katherine, Anthony, Amanda, Jennifer

LECTF - February 27, 2017

In Attendance: Vicki, Janice, Jen, Jessica, Melissa, Katherine, Amanda, Kim, Anthony, Jennifer, John (visitor)

Janice welcomed the committee and thanked Vicki for the treats.

Approval of minutes from February 13 Kim/Amanda Approved
- The co-chairs signed copies of the minutes

Melissa reviewed the presentation that she prepared for the school board. Edits were suggested and changes were made. (see the attached presentation)

Discussion about the name of the second pot of money. It was agreed to call it the Quality Teacher Enhancement Fund. The parameters will be determined at a later time.

Melissa will present the salary schedule to the school board in closed session. The rest of the presentation will be provided in the general session.

John shared the costs of the one-time bonuses.
\$750,000 - employees on step 15 and have been in district for 15 years
\$500,000 - stop gap between transition to \$875

John expressed concern about spending more money over the \$12.5 million. The group was reminded that the amount of the second pot of money will fluctuate year-to-year.

Janice shared that she heard that the legislature is planning for a 3.5%-4% increase to the WPU.

John and Jen shared details about the classified Job Study. There are areas that still need to be improved for those employees.

There was a conversation about what may or may not occur in negotiations that is in addition to the agreed upon amounts in LECTF. It was decided that this conversation should be saved for JRC.

\$3,050,000 is the annual cost of maintaining the new salary schedule.

Salary Schedule Conversion worksheet - Information Systems will create a document from Melissa's draft version. They will include screen shots from Skyward. It will be a document that an employee can use to determine their placement on the new salary schedule.

During closed session at the end of tomorrow's school board meeting, the board will make a recommendation about the LECTF presentation.

Negotiation dates were discussed. It was proposed that the JRC meet all day on March 16 and get it done so that JEA can ratify the package in the days right after.

Vicki suggested that JSD do a "What Counts" night with employees to help gather data for the second track. The LECTF members would facilitate the discussions and the data would be brought back to LECTF. The questions that would be asked would be based on the mission of the committee:

1. What are the duties you are currently doing outside of your teaching duties?
2. What are the things that quality teachers in your building are doing to improve student learning?

Anthony suggested that the process be completed through a survey rather than an in person gathering. The survey can be sent by level.

How we want to describe a "quality educator" will be discussed at the next meeting.

There was a discussion about who should be on LECTF (JEA or non JEA members) and when future meetings should take place.

Prior to our next meeting, review the survey results and brainstorm possible questions. Then at the meeting we will finalize survey #2.

Next Meeting:
May 8 at 4:00 (Amanda)