

LECTF - January 30, 2017

In Attendance: Vicki, Kim, Janice, Matt, Melissa, Amanda, Anthony, Jen, Jennifer, Katherine, John Larsen (guest)

Janice welcomed everyone.

Approval of the minutes from January 9.

- The co-chairs signed a copy of the minutes.

#### Financial Discussion-

There was a discussion about the financial calculations John made for the proposed movements of an employee from the current salary schedule to the new system. John explained a chart that he created to show those movements. To better understand the data and movement of an employee, the committee members ran through a couple of scenarios using John's chart.

- Some concerns included the amount of money at the front end of the schedule and the amount of increase a topped out employee would receive

Vicki reminded the committee that in a previous discussion it was pointed out that if an employee at the top of the salary schedule received a significant increase, it would be okay to place them at "step" 15 instead of the "step" that coincided with their years of service in JSD.

Melissa pointed out that awarding a large sum of money to new teachers in the district and not doing the same for veteran teachers will be another blow to them.

Vicki reminded everyone that those employees topped out on the salary schedule weren't affected by the frozen steps which in this circumstance, denies them the opportunity for a significant pay increase since they won't be awarded any missing steps. Anthony responded by clarifying a point that was made in a previous meeting – that employees topped out on the salary schedule were already at an advantage because they were making their highest potential earnings.

It was estimated that about 1/3 of employees fell into the topped out category of employees.

Jennifer and Matt talked about the possibility of giving a bonus to the veteran employees as was discussed in a previous meeting.

Kim suggested that an unlicensed employee be placed at a different salary starting point than the one used for a licensed employee. Melissa and Anthony clarified that the ARL and ATP candidates do hold a license from the state, just not a Level 1 license. Vicki relayed a thought from Travis Hamblin about making a cap on salary increase until an employee has finished their application for a Level 1 license. Anthony suggested letting the JRC determine the placement of these employees on the salary schedule.

- There was a comparison of the ARL and APT programs.

Melissa questioned the sustainability of the new salary schedule. John responded by sharing that the district has a savings account which can be used to fall back on. John shared that he has to take down the district's savings totals and this bold option is a good way to do that.

Melissa shared that she has heard from several long time employees that have stated they will consider staying longer than their 30 years in JSD if they are continuing to make more money because they will continue to move on the salary schedule. Matt pointed out that the true cost of the replacement of a quality educator hasn't been numerated. He believes that keeping a quality educator will save the district money in the long run. There were several examples shared about the cost of training a new educators compared to sustaining veteran educators.

Matt pointed out that the state legislature will pay attention to what JSD is doing and other school districts will have to come up with more aggressive salary schedules. Matt suggested that everyone on the current JSD school board knows what it will take to sustain a competitive salary schedule. He said that there is plenty of money in the reserves to pull from if this new salary schedule ends up costing a little more than anticipated.

There was a shout out to all the employees reading the LECTF minutes.

One of the concerned shared with Melissa from employees who are already doing a lot of work is that they would need to do more work in order to qualify for money from the Phase 2 money. Anthony stressed the importance of doing a really good job of putting that part together. Melissa relayed a concern from a colleague about splitting the Phase 2 money instead of putting it into the salary schedule. Matt answered by saying that we are looking for other ways to reward quality educators.

Kim shared that she thinks that the majority of educators will be satisfied with the salary that they are receiving and won't want to do more. However, there will be other educators that have the desire to do more. Janice listed a couple of positions that should be considered for the extra money. She went on to say that

she has the desire to compensate those employees that are doing the extra work.

John asked the committee to look over his figures to see if he is representing what we've envisioned. Multiple members suggested that individual reports need to be generated for each employee that states where they will be placed and the contact information if they should have questions. Anthony stressed the importance of having an initial document that can be shared during the roll out process prior to the ratification process. Concern was expressed about ensuring that educators hear the why instead of just seeing the numbers. Melissa suggested an FAQ type document. Anthony added that specific scenarios should be included.

Katherine asked about the \$4,200 educator adjustment being included in the totals. It was agreed that the amount should be separated out on the final schedule.

Kim pointed out the important part is teaching an educator how to determine where they will be. It was suggested that there be a worksheet to help an educator independently determine their new placement. The document should reflect the different scenarios previously identified by the committee. At the bottom of the worksheet there will be a statement about the official placement being sent to each employee by a certain date.

Amanda advocated for veteran employees to know how hard we worked on their behalf. Jennifer asked about the smaller increase currently being given to veteran educators and asked if we need to revisit it. Vicki pointed out that it all depends upon the second pot of money (Phase 2) and how easy it is to access the money.

Anthony asked Vicki if getting a little bit more and making more each year feels better. Jennifer suggested not including the increase amount on the conversion table to help with the emotional reactions. Kim added the importance of stressing that employees are no longer topped out.

John is going to continue to improve upon the format of his spreadsheet.

Melissa volunteered to put together presentation materials.

The next JRC meeting will be February 23 and there is another meeting scheduled for after the LECTF presentation to the school board. Melissa reminded everyone that before JEA can put anything out for ratification, insurance information is needed. For JRC, LECTF needs to provide a finalized salary schedule. This will be ready for the next LECTF meeting (John and

Anthony). A two lane schedule was reconfirmed. Melissa is going to preview a presentation at the next LECTF meeting.

#### HB212-

Janice shared information about a bill being presented to the legislature to award teachers with a bonus for student growth. There are conditions that apply for a teacher to qualify for the bonus, including work location and poverty level of students. The average growth must be 70%. Vicki read the law that states the growth will be determined by SAGE. It was pointed out that only a couple of schools in JSD would qualify for the bonus money.

#### What now?

It was pointed out that the timing of LECTF was to be finished by the end of February and it does not appear that everything will be wrapped up by then. Matt proposed that we settle on a dollar amount for the first year's bonus pool with the concept that the initial measurement be longevity with the district. And then propose that either this committee as currently made up or newly constituted spend the rest of the time figuring out the numbers for contract year 18-19 so that there is a more thought out procedure for that pool of money. He went on to say that the current JSD school board is interested in exploring other teacher tracks (mentor, instructional leader, etc) so he proposed that we create subcommittees which would explore what those tracks would look like. It was determined to have an elementary subcommittee, a secondary subcommittee, and a specials subcommittee. Anthony asked that there be some common members on the subcommittees, such as a facilitator from LECTF.

Amanda asked about the protection of the existing stipends for department chairs and other extra duties. Matt's intent is that those extras continue as they are since they are already built into the budget. Ultimately some that money might go into the Phase 2 money if there are some overlaps. For 17-18 those stipends will stay the same and there could be change in future years.

#### Next Meetings:

February 13 (Matt)

February 27 (Vicki)

February 28 - Report to the board in study session