

LECTF - January 9, 2017

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

Melissa welcomed the committee and thanked Kim for the treats.

John presented some data that he had prepared based off of decisions that were made on December 19, 2016.

The first decision was to place employees on the new salary schedule at the step equivalent to their years of service. The cost to do that is \$2.6 million. John reminded the committee that the cost of option 10 is about \$12 million and adding \$2.6 million puts the budget over the top of the \$12.5 million available.

The second decision was not to place current employees on the first step of the new salary schedule. There was a conversation about the cost to do that. It too would cost more than is currently available in the budget. Other challenges of the slotting (placement of employees on the salary schedule) include the hire date and which hire date (part time, full time, licensed, etc). Kim suggested that with each hard decision, a set of rules needs to be created. Vicki suggested using the current salary schedule assignment to guide the placements.

Our options:

1. Cut back the number of frozen steps returned to either 2 or 1
2. Cut the amount between the steps
3. Change the starting amount (<\$40,000)
4. Give the frozen steps on the new schedule

Brainstorming session - What is it that we accomplish with option 10?

Actual Accomplishments: Raise starting salaries, no ceiling, simplified the system, the cost of the step increases in sustainable, increases lifetime earnings, everyone gets step increases, ameliorate damage of lost steps

Other Accomplishments: increases recruitment opportunities, raise morale, increase teacher retention, rewards loyalty

There was a discussion about the cost of and how to determine the placement of employees who are currently on step 15. Matt suggested giving an allowance in Phase 2 for the "lifers" to help compensate them for their years of service. Melissa reminded the committee that current steps do not equate to years of service. With a new salary schedule, the steps still won't equate to years of service. Melissa and Vicki agreed that the amount of money that teachers will gain will help to alleviate the concern over the placement on the new salary schedule.

Janice recognized the amount of money between the steps is problematic for staying within the budget as well as the recognition of the loyalty.

Melissa mentioned that it would be important to take care of the old system before the implementation of the new system. Instead of offering credit in Phase 2, giving a bonus of some sort is an option. Whether it be money, an extra personal day, etc. She then suggested that if a topped out employee had 3 frozen steps, they get a certain percentage of a pot of money, 2 frozen steps gets a smaller percentage, and 1 frozen step is an even smaller percentage.

It was clarified that the everyone will get the current step and lane, the restoration of the three steps, and a moving up on the new system. Everyone should be making more money and their retirement will go up.

The LECTF committee recommends that a new hire with a large number of years of experience not be placed on a step higher than the current employees on step 15.

The committee also agreed that it is okay for current employees to be placed on Step A.

NBCT- It was decided on December 19 to award credit for work done towards the certification as well as a \$2400 annual stipend.

Doctorate - award a 2 step increase

The committee will be reporting to the JSD school board in February and the Phase 1 recommendation will be sent to JRC.

There was a discussion about the timing of approving the Phase 1. Melissa asked about the potential to receive money from the Legislature. John mentioned that the plan does not have to be tied to potential new money from the Legislature. Vicki asked about presenting the new salary schedule with the possibility of more, depending upon the money from the legislature. Matt feels less comfortable with saying there might be more money. He also pointed out there needs to be money for the classified employees and administrators.

Anthony identified that there needs to be enough time to communicate the information and to allow for people to absorb it.

Matt asked about releasing a statement from LECTF about the amount of money that will be applied to teacher salaries. There was a conversation about how this could positively affect hiring.

JRC meets on January 26. They will build a timeline to help LECTF make final decisions. The next LECTF meeting is January 30. January 18 is the next Insurance meeting. Insurance decisions need to be included in the negotiations package.

Matt, speaking as himself, wants to make sure that this is a true increase, not a pay increase and then an increase in insurance.

John Recap: option #10, NBCT stipend goes to \$2400, there is not an automatic placement for current employees to step B, and no additional step placement for current employees with 15 or more years

Next Meetings:

January 30 (Katharine)

February 13 (Matt)

February 27 (Vicki)

February 28 - Report to the board in study session