

LECTF - November 28, 2016

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

Melissa welcomed the committee at 16:35 and thanked Jennifer for the treats.

Motion to approve the minutes from November 7. Kim/Amanda

- Melissa and Janice signed the minutes

Melissa thanked Anthony for straightening out the payment situation.

Vicki shared that as she visits schools she hears topics/concerns that go along with the goals of LECTF. She had a disturbing experience last week that she shared with the committee. At an anonymous school, she spent 30 minutes speaking with the principal about veteran employees that intend to terminate their employment at the end of the school year due to working conditions and demands. One of the teachers is a first year teacher in JSD (transferring from ID) and the principal considers her highly effective based off of observations however, based off of JPAS, she can't be considered highly effective because she can't check all the boxes. Vicki compelled the committee to better recognize highly effective teacher by boosting the base pay and giving back professional flexibility to the educator. Also a consideration needs to be the amount of accountability with testing and data reporting.

Kim shared that from an administrative point of view, bumping the base pay is the simplest way to address the morale.

Anthony shared the structure of principals' meeting and suggested that at the next meeting a topic could be what principals are hearing from their employees about morale and retention. Kim shared that she has been contacted by three principals about retention issues. Anthony added that the principals could discuss how they make their school a school of choice for their teachers as well as their students (culture).

Melissa shared that there are teachers who don't know how to get answers to their questions or concerns. She asked if once a quarter at a school board meeting there could be open time for employees to ask questions or share concerns. Jen said that board members often receive and respond to email communications. The committee felt that it would be a good idea for a dedicated special session just for teachers. Jen suggested that we do it on a trial basis to see how attendance turns out. Kim suggested that it be open to all JSD employees.

Anthony brought up again about the possibility of reinstating "Ripples and Currents." One of the topics could be what to do when you have a complaint.

Salary Schedule Ideas-

Vicki shared the salary schedule ideas that she prepared.

- Proposal #1: Use current step and lane schedule template but with longevity steps for 20, 25, and 30 years, with a starting salary of \$40,000 (increase of \$5,661).

The committee liked the idea of the longevity steps and an increase in base salary.

Melissa shared that her colleagues overwhelmingly liked the idea of multiple lanes rather than a single salary schedule. Vicki thought it might be a visual reaction. Jen shared that she is hearing a lot from people who are mentoring and their desire to get more pay for that work. Matt reminded the committee that we have the opportunity to redefine the structures, not just the pay schedule. He used mentoring as an example- we can redefine who gets to be a mentor, not just having the principal decide. He asked the committee to start with a clean slate.

Amanda asked for clarification about our starting point. She thought the committee's first task was to analyze the salary schedule and then in the future build from that.

Matt asked if there a cost factor for this option. The committee agreed to have John Larsen analyze the data and share with us if these numbers are even possible. This example adds longevity which we heard a lot in the survey. Katherine and Melissa pointed out that steps 9-14 don't move. They would like to see an increase.

- Proposal #2: Same salary schedule template, add longevity steps with a bump of \$4,800.

- Proposal #3: Same salary schedule template, add longevity steps with a bump of \$3,600.

- Proposal #4: Same salary schedule template, add longevity steps with a bump of \$2,400.

There was a feeling that it would be better to have an increase every year, even if it is small. Amanda voiced that it would be important to see what is even financially possible for the district.

Matt said that about 1/3 of teachers are in a dead zone (either topped out or in a lane that doesn't increase). Melissa suggested that number to be closer to 2/3. Matt calculated that \$4 million additional money would be needed for a bump of \$2,400. \$6.1 million would be needed for the \$3,600 bump. \$8.1 million for the \$4,800 bump. \$9.6 million would be needed for the \$5,661 bump. That would be the annual amount needed, not taking in account the movement of teachers from the old salary schedule to the new schedule.

Janice really hates that teachers have a dead zone, that they would keep working and not earn anything more.

Matt shared the salary schedule ideas that he prepared.

- Proposal: Collapse the salary schedule to one single lane schedule to allow movement for every year of employment (no dead zones). There would be \$875 between each step. Placement on the salary schedule would be based upon criteria created by the committee.

Assumptions: 30-year career, traditional calendar, steps and lanes given each year, bonuses not included.

He explained the lifetime earnings analysis comparing the current schedule and the single lane schedule. His figures included a \$875 difference between steps. He noted that there were years in the middle of a career when a person would be earning less money than they would be on the current schedule. His analysis is based off of 2,533 teachers which would cost \$2.2 million a year for an increase. Matt did run the metrics to get the lifetime earnings to be the same as the current schedule, the step increase would need to be \$950, not \$875, which is a difference of about \$200,000.

Jessica asked if JSD would decrease the amount they contribute to the salary schedule if the state legislature increases the educator adjustment. Matt said that although he doesn't speak for the whole board, he does not feel that they would supplant their responsibility.

The conversation turned to a desire to always fund steps and lanes. Matt said that in order to do that, the amount of increase between the steps has to be flat - the same (such as \$875). Melissa suggested doing away with the in between salary schedules and just have a Bachelor's and a Master's salary schedules. Matt asked us to consider what we are most comfortable with - rewarding solely based on time and education level or are there other things that we want to reward. Janice's opinion is that just because she had a Master's degree didn't mean she was a good teacher. She stressed that good teachers need to be compensated.

Melissa reminded the committee that we need to work on our base system and then work on the additions. She asked that John Larsen prepare numbers for Vicki's proposals (highest and lowest bumps only) as well as two single salary schedules (a double) for a Bachelor's Degree and a Master's Degree. It was stressed that is important to beef up the schedules.

Janice said this group should have the flexibility to give people more money. Our teachers should not have kids in their classrooms whose parents are making more money on welfare than they are.

Jessica will forward the Utah Foundation Funding Report to committee members.

The team is scheduled to meet all day on December 19. We will begin at 8:00 am in the Administrative Building. JEA is providing snacks and Vicki and Anthony will be in control of lunch. We will end by 3:00. Janice will be in charge of the agenda.

Melissa reminded the committee to "reply all" to email messages.

Next Meeting:
December 19
January 9 (Kim)