

**SCHOOL DISTRICT OF SOMERSET
BOARD OF EDUCATION SPECIAL SESSION
MONDAY, MARCH 19, 2012
6:00 PM
Learning Center Conference Room**

MINUTES

Board President Tim Witzmann called the meeting to order at 6:01 p.m.

Roll Call was taken. Present were Tim Witzmann, Brian Moulton, Catherine Cranston, Robert Gunther, Mike Connor and Marie Colbeth. Marin Hansch was absent.

Moulton moved, with second by Connor, to approve the agenda. Motion carried unanimously.

Discuss Teacher and Support Staff Compensation Language for the Employee Handbook (EH): Witzmann turned this portion of the meeting over to Superintendent Rosburg. Rosburg noted the support staff language that is in the EH from current bargaining agreement (CBA). Rosburg stated longevity pay is important to the support staff and they would like to keep it in the EH. Rosburg also stated legal counsel indicated the district should stay with this for now until it is determined how the teacher compensation piece will work. If the board uses the same wage structure, would put current wage pieces in the graphic and update for this year's wages w/CPI increase. Rosburg then reviewed the teacher incentive items, reiterating the EH is strictly a draft for board discussion. Witzmann prefers to maintain the longevity piece for support staff. He stated the EH as it is drafted give the district and board a year to look at that and the ability to put performance pieces in there.

Support staff member Lynn Harstad would like to see monetary incentive awards for support staff similar to the Kohl awards. Harstad also asked the board to look at a grid of performance compensation ideas the support submitted. Witzmann thanked the support staff for their help with the EH process and for their feedback. Gunther indicated he is interested in seeing what the support staff has in mind for the monetary award piece.

Board members then discussed the Professional Development Plan (PDP) compensation piece of the handbook for initial educators. Rosburg indicated this area is an effort to try to tie compensation for initial educators completing their first educator PDP and could possibly earn a stipend for this. Lorri Baillargeon clarified categories of master educator's and PDP licensing process. Rosburg indicated the language was included for board consideration and review, stating they will need to make the determination if they want to go this route. Witzmann asked what a typical PDP looks like. Baillargeon stated she completed one for her last license, and that the PDP basically deals with differentiation. She said the PDP should be applied to the teaching environment the teacher is already in. Baillargeon also spoke about how the Master's programs works, stating teachers with Master's degrees can also receive compensation by going through the PDP process for more incentive. Baillargeon felt the language in the EH should change so that when the PDP is completed, the teacher would get merit incentive pay. Some areas need to be clarified here.

Gunther asked how the district would budget for this. Rosburg said the board needs to include dollar amounts in EH Section 7.06 to enable these items to be budgeted. Witzmann asked Director of Business Services Dave Gerberding if it will be a challenge. Gerberding responded by stating it is dependent upon what the WRC comes back with. Rosburg also indicated the teacher structure is very similar to a lane performance piece, so it works to be able to budget this. Rosburg also stated the Project Lead the Way section was included because PLTW teachers have to meet with advisory council and other items above and beyond what other teachers do.

With regard to Section 7.04 relating to compensation, Rosburg stated he was contacted by the policy director of the Governor's Office. Their office indicated they liked the district's model for the performance piece with base pay information. They will review and consider this model and contact Rosburg next week. Rosburg indicated the merit pay is additional to CPI costs.

Colbeth asked if Rosburg would establish guidelines as many of the increases would be approved by him. Rosburg affirmed that, stating it would be similar to the district's current practice. Rosburg indicated the PDP would need to include guidelines.

Some of the teachers attending the meeting mentioned they have already attained their master's degrees and can take extra credit but the cost is approximately \$500 for the credits; these teachers expressed concern that some teaching staff may not take those credits and grow professionally if the credits are not approved towards the master's program.

Rosburg wrapped up the meeting stating the purpose of this meeting was to discuss and have input for the board meeting tonight to give the HR Committee direction about what should be inserted in the EH.

Cranston moved, with second by Colbeth, to adjourn at 6:57 p.m. Motion carried.

Tim Witzmann, President

Catherine Cranston, Clerk