

Hustisford School District

District Office

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Jr./Sr. High School

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(920) 349-3261

John Hustis Elementary

600 S. Hustis. St · P.O. Box 386
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(920) 349-3228

Heather Cramer

District Administrator

Clint Bushey

Dean of Students

Jacob Wichman

Principal

Michael Gerlach

Director Financial Services

Terri Kreitzman

Director of Special Education

Business and Finance Compensation Study Committee Meeting Minutes of Tuesday, March 14, 2017

The **Business and Finance Committee's Teacher Compensation Committee** met on Tuesday, March 14, 2017, at 3:30 p.m., in the library/media center at Hustisford High School, 845 South Lake Street, Hustisford, WI 53034.

Present: Lisa Bosse, board member; Heather Cramer, superintendent of schools; Mike Gerlach, Director of Financial Services; Tracy Malterer, school board member; Clint Bushey, teacher; Peggy Bell, teacher; Linda Feutz, teacher; Michelle Stewart, teacher; Jaime Hardgrove, teacher; Matt Jones, teacher, and Brian Bischoff, teacher

Review of Compensation Models: Five compensation models were handed out to committee members to review for the next meeting. The plans that are being looked at are from Fall River, Wausau, West Salem, Dodgeand, and Milton. The committee will review the plans, specifically looking at the criteria for advancement within each plan. The committee will then discuss the criteria at the next meeting.

Criteria for Advancement – Items for Consideration/Discussion

The group discussed a number of different things that could be included as criteria for advancement within the compensation plan. The committee felt that professional development is a key piece of documentation within the plan. They discussed different ways to look at professional development and what it would mean for educators. The group talked about the different avenues for license renewal for teachers and what that would mean for the plan. The committee talked about what it means to get better as a teacher and what that looks like in regards to the plan. The committee also felt that it is imperative to value experience, focusing on the retention of staff.

There was discussion on whether educator effectiveness should be used as criteria within the plan. Several voiced concern in regards to the potential subjectiveness of an evaluation. Mrs. Cramer talked to the committee about the value in the work included in educator effectiveness that teachers are doing and should that be considered in their plan? The committee also talked about how the scale will move, would it be annual or longer. Finally, the committee discussed the value of goal setting within the system. The committee will continue the discussion of criteria. This is the most important part of the plan to hash out and will take considerable time to do so.

Upcoming Meeting Date:

- Tuesday, March 28, 2017 3:30 p.m. in the library conference room at the Jr./Sr. High School
- Tuesday, April 11, 2017 3:30 p.m. in the library conference room at the Jr./Sr. High School
- Tuesday, April 25, 2017 3:30 p.m. in the library conference room at the Jr./Sr. High School