

Minutes of the February 19, 2015 Special Board of Education Meeting:

Meeting was called to order at 4:35 pm by President Rice

Pledge of Allegiance

Roll Call of Attendance: Hebert, J. Johnson, Rice present. Hollman, R. Johnson, Pohl, Strebe  
Absent.

Administrators present: Dr. Oppor and Mrs. Hansen. Staff Members Present: Mrs. Huebner,  
Mrs. Eck, Mr. Celske, Mrs. Cordes, Mrs. Miller, Mr. Bessette, Mrs. Zabler.

Dr. Oppor verified publication of meeting.

Discussion of Teacher Salary Model:

Work session on PIP's (Professional Improvement Points)

A spreadsheet was presented with the categories and suggested participant/leadership points for each activity. Staff presented a "menu" of extra curricular and co curricular activities that staff could pick from for points. Discussion was made of long term and/or ongoing would be advanced degrees, national board, add another license etc.... looking to tier from adding a license to advanced degree to national board in order of financial incentive, from least compensation to most compensation.

Salary model would add on to base wage to incentivize when points are met, meaning employee would get a base wage increase and not a stipend. This would allow for wage increases over time.

Language to accommodate for life situations so that points are not lost if not accumulated during the 3 year period due to life changing events. This would be an administrative rule.

Point values would be based on time spent on activity. Looking at a three-tiered system with minor, intermediate, and major categories.

Staff & Special Ed staff will meet with Dr. Oppor to determine where items best fit for point system. Mr. Celske will coordinate with staff and Dr. Oppor to put into categories. Special Ed staff will have a meeting with Dr. Oppor as well to address concerns they face with IEP's being held after school there is some limits on which extra curricular activities that they are able to participate in.

Next meeting date: TBD after staff meets with Dr. Oppor.

Motion by J. Johnson/Hebert to adjourn at 5:58 pm.

Joanne L. Johnson, Board Clerk