

LECTF - August 11, 2016

In Attendance: Katherine Manousakis, Amanda Parker, Janice Voorheis, Jessica Dunn, Anthony Godfrey, Matt Young, Vicki Olsen, Jen Atwood, Melissa Brown, Jennifer Black

Melissa welcomed the task force at 16:35

Agreement to adopt the agenda format as part of our procedures.

Melissa will send Janice a blank copy of the agenda format.

Motion to approve the minutes. Anthony/Amanda Approved

Anthony will make sure the minutes are posted on the JSD website. Jessica will post the minutes to the JEA website.

Ideas about how to pay the LECTF members their stipend:  
Spread the \$2500 over five paychecks beginning in October to avoid tax penalties or pay it in November, prior to the holidays. The team decided to receive payment over five months. Anthony will talk to John.

Travel Stipend- Intention was clarified to mean that it will be paid if the task force members visit a school. It is not mileage to the meetings.

If more time is needed for this meeting, a half day substitute can be provided to allow the meeting to start earlier.

Melissa referenced the JSD school board meeting from 8/9/2016, specifically the conversation about APT (Academic Pathway to Teaching). Discussion about the ARL & APT vs traditional route, including the benefits of pedagogy classes, the amount of mentoring required for ARL candidates, and the lack of retention of current ARL candidates.

Melissa left the board meeting feeling very frustrated because teachers weren't asked about the teacher candidates but they were asked about lockers in schools. She asked that as the task force moves forward in the discussion about compensation, that it is recognized that everyone is invested in our profession.

Amanda mentioned that she has chatted with her state board member about the importance of the time that it takes to mentor a new teacher. It is significant and the details are often forgotten.

Jennifer took a break from teaching to stay home with her kids. When there was a teacher shortage, she came back to teaching. She had to get her early childhood license while teaching. She can see that it could work for some people in some situations. Jennifer is now over college interns who do not yet have their license. It is her full time job to take care of those people. She said that JSD will need to hire more people to support those APT candidates who don't have the experience.

Melissa identified that there is room for ARL, specifically in skilled based classes, but there requirements for teaching such as behavior management that are necessary for the profession.

Janice said that teachers do too many things that they don't get paid for. For instance, mentoring, teachers should be getting paid for that. Melissa shared that she had read an article that referenced another district that said that mentors were released from 30% of their duties to do the mentoring.

Matt reminded the task force that we have a clean slate. When we talk about finding more compensation for teachers, we aren't asking for more. Let's find a better way to compensate teachers and ask differently. He said that the APT conversation was very preliminary. If it gets on the agenda, there are people that want to talk about it.

Jen apologized if she said something at the board meeting that was offensive. It was a high stress meeting. She is happy that Melissa brought it up because this is the type of conversation that we should have as a task force.

Brain Storming ideas to help teachers feel valued:

- Money
- Maternity/paternity benefits
- More time
- Teacher leadership salary category
- Paid time off
- Extended contract options
- Value expertise
- Tested to death/double tested
- Paid PD
- Treated like professionals
- Recognize years of service
- Teacher recognition
- What do you do when you hit step 15
- Titles of respect
- Restoring frozen steps
- Maximize earning potential faster
- Increase mentor teacher pay (paid per mentee)
- Continual progression
- Instructional coaches
- Instructional coaches not linked to administration
- Empowered
- Evaluate the compensation package
- More national conferences
- Time for new teachers to prepare, collaborate with mentors
- Let teachers work
- Class size discrepancies

- Number of students taught
- Class load/preps
- Number of SPED students
- Self-determination of compensation increases (the power to increase compensation lies within the individual than within the system)
- Get rid of in-service pay
- Discounted daycare for employees
- Google time/Innovation time
- Opportunity Culture (idea to increase pay by being leaders in the school)  
\*\*[opportunityculture.org](http://opportunityculture.org)

Janice said that we don't have an outlet for teachers to share their ideas or abilities. It would be important to find a foster a way to allow teachers to do that.

Matt asked about collaboration since it wasn't listed on the whiteboard. Melissa assumed that it was covered during time. Katherine said that it is something that teachers just do. Vicki thought it might not have been listed is because we just do it naturally. Amanda shared that at her school each grade level/team has a planning day each quarter to build common assessments and plan for the next quarter. It is vital for collaboration. Jennifer hoped that collaboration for innovation is something that we could work towards.

Vicki mentioned that teachers are often asked to do more but not given the time to do it.

Anthony asked about the scope of this task force for whom we are considering with our ideas. Melissa reminded the group that it would be important to survey our licensed employees to narrowing down the information. Anthony said that whatever we do for teachers, other employee groups are going to ask what that means for them.

Survey questions - Please send survey question ideas to Amanda so that she can type them up

Brain Storming - Rank and categorize the ideas and bring them to the next meeting.

Jen asked what the board can specifically do to help teachers feel more valued (beyond the compensation). Vicki shared that during last year's Teacher Appreciation Week, there wasn't any emails, letters, or anything posted on the website. Just a short message would go a long way. Matt asked who the appreciation should come from to mean the most. Katherine said that the more people that say it, the more it will be felt. Janice said that when she was a teacher the best appreciation she got was when someone say "thank you." Melissa suggested that the district work with a business partner for a discount.

Anthony pointed out that teacher appreciation is more complicated than it appears. It is brainstorming something that will sincerely portray appreciation. It could be different at different levels. Katherine asked if principals are trained on recognition. Anthony shared that the principals have training on how to show appreciation, including training from guest speakers. Expectations that if your teachers aren't experiencing appreciation you are suboptimal. Budgeting has been limited in the past. Currently it is a little more flexible.

Melissa mentioned that there could be more done to advertise when a school or individual is being recognized at the school board meetings.

Jennifer mentioned that a lot of her information comes from JEA newsletters. She thinks that JEA is doing a better job of informing teachers than JSD. She isn't sure that teachers who aren't JEA members are receiving the information.

Janice shared that she received coins as a thank you from an administrator. Melissa shared "Teacher of the Hall" award at her school that the teachers started when they wanted to have an award. Anthony shared an idea of sending a postcard to the parent of a teacher with a picture of them teaching. Other ideas shared including a trophy and lunch tray that is passed around.

Matt summed up the conversation that we need to do a better job of creating a culture of appreciation.

It was mentioned that every school in Canyons does a teacher of the year and then there is a district teacher of the year from those candidates.

Next meeting: go over survey questions and categories for brainstorming ideas.

Matt said that he does not understand all the ways that teachers are compensated for additional things that bring money to their check. Melissa said there is a list that describes the money that secondary teachers receive for additional activities. Matt and Jen thought it would be a good idea to have a presentation for more information about the additional compensation.

Anthony clarified that if you are with students, you get paid your hourly rate but if you are not with students, you are paid in-service rate.

Janice would like to see one of the task force's goals be to pay teachers who do extra jobs be compensated more, at least a living wage. She thinks it is popular with the board but she isn't sure that we can afford it. Matt pointed out that it isn't on the table yet but that our purpose is to come up with ideas.

Amanda shared with the group that Kim Baker (task force member) would like to have access to the minutes so that she can be prepared to join the group in September.

Melissa asked if Anthony can get a list of payroll codes and the job description for teachers.

Anthony is going to provide treats next time.

Katherine also asked Anthony to bring the history of why administrators and teachers negotiate differently.

Next meetings:

August 29, 4:30

September 12, 4:30

Matt would like to set aside some time at each meeting for the sharing of new ideas and research.

Jessica was asked to share what the State School Board and Office of Education are doing to investigate the possibility of offering different licenses to educators for leadership roles that will allow teachers to do more than just be a teacher or an administrator. Matt pointed out that he would like to see us make choices for our teachers without having the USOE tell us what to do. Janice wants to be ahead of the state. Katherine thinks it is important to have communication from USOE and look to them as our licensing entity.

Meeting dismissed at 17:52