

LECTF - August 29, 2016

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

Janice welcomed the committee and thanked Jen for the treats. It was agreed upon to be informal with the agenda.

Approval of Minutes from August 11, 2016 - Approved and signed by co-chairs

Amanda presented possible survey questions that were sent to her from the committee members before this meeting. The committee discussed and reviewed the questions in preparation for distribution to employees.

- Amanda will type up the revisions and send to committee members for a second review.
- Anthony will create the SurveyMonkey. The committee members will test the survey before distribution by JSD to all licensed employees (excluding administrators).
- The email will include a brief statement about the LECTF committee (using the 7 points agreed upon in negotiations).

Committee members reviewed the JSD Licensed Job Description.

- It was suggested that the job description be more available to employees for transparency.
- The committee members were asked to more thoroughly review the job descriptions so as to be better prepared to move forward.

Anthony indicated that starting in October, the stipend for committee participation will begin to be paid through payroll. (October, November, December, January, February) The code on payroll will be "Other."

The committee determined the priorities the LECTF team would like to focus on as a result of the collated list created at the last meeting.

- The categories were established as money, benefits, classroom/work environment, development, and recognition.

Money	<ul style="list-style-type: none"> <li>- maximizing earning potential faster</li> <li>- Restore frozen steps</li> <li>- Extended contract options</li> <li>- What do you do when you hit Step 15</li> <li>- Increase mentor teacher pay (paid per mentee)</li> <li>- Self-determination of compensation increases (the power to increase compensation lies within the individual than within the individual than within the system)</li> <li>- Opportunity culture (idea to increase pay by being leaders in the school)</li> <li>- Teacher Leadership salary category</li> <li>- Get rid of in-service pay</li> <li>- Money</li> </ul>
Benefits	<ul style="list-style-type: none"> <li>- Paid time off</li> <li>- Discounted daycare for employees</li> </ul>
Classroom/Work Environment	<ul style="list-style-type: none"> <li>- Reduce class size</li> <li>- Reduce number of students taught</li> <li>- Number of SPED students</li> <li>- Let teachers work</li> <li>- Tested to death/double testing</li> <li>- Class load/prep</li> <li>- Class size discrepancies</li> </ul>
Development	<ul style="list-style-type: none"> <li>- Innovation/Google time</li> <li>- Time for new teachers to prepare &amp; collaborate with mentors</li> <li>- Paid PD</li> <li>- More national conferences</li> <li>- Instructional coaches</li> <li>- Continual progression</li> </ul>
Recognition	<ul style="list-style-type: none"> <li>- Recognize years of service</li> <li>- Titles of respect</li> <li>- Recognize years of service</li> <li>- Value expertise</li> <li>- Teacher recognition</li> <li>- Empowered</li> <li>- Treated like professionals</li> </ul>

There was a conversation about the role of instructional coaches and how they are perceived as related to the administrator.

The committee brainstormed how to focus our attention based on the categories created.

Matt shared information from Daniel Pink (summary of quote): Pay people enough so that they are not happy with the work and not thinking about the money. After that, offer them autonomy, mastery, and purpose.

JSD is not a money making business. Janice pointed out that we do not have enough money to pay teachers what they deserve. She said that anytime a teacher does something that affects student learning, there should be money attached.

Amanda expressed concern that our list includes state and federal mandates that are out of our locus of control. She also reminded the committee that there is research that shows connecting money to performance doesn't work.

Matt reflected that there isn't anything on the board that isn't off the table. Although he doesn't speak for the whole board, he stated that there are people on the board who would support the changes that our committee can make. He went on to say that although we can't afford to make all the changes, we can do something. From a money's standpoint, he encouraged us not to operate on a "we don't have" mentality. When the time is right, we will bring in John Larsen and see what we really can do.

There was a brief conversation about the amount of testing as mandated by the district, state, and federal. What are we required to give? What are we asked teachers to do in addition to that and can we scale back?

Assignment for next time:

1. Read through the job description.
2. Visit [www.opportunityculture.org](http://www.opportunityculture.org)

Next meeting: September 12 at 4:30

Future meeting: September 26 at 4:30

Treats for next meeting: Janice

Meeting adjourned at 17:52