

LECTF - September 12, 2016

In Attendance: Melissa, Amanda, Katherine, Vicki, Anthony, Matt, Jennifer, Janice, Jen, Jessica

"If you know debits and credits, you know life." - Matt Young

Melissa welcomed the committee and thanked Janice for the delicious cookies.

Motion to approve the minutes from August 29. Approved

- The co-chairs signed the copy of the minutes.

Melissa asked if anyone brought other copies of salary schedules. Janice did not have any. JEA provided the salary schedules from around the state.

Janice will send a copy of administrative salary comparisons to Melissa.

Survey

Amanda reviewed the survey questions that were tweaked by committee members between meetings. There was a discussion about including questions that were an overlap from a survey that was recently sent to employees by JSD HR. The questions about insurance were referred to the JSD Insurance Department. Additional questions were discussed, altered, and prepared for survey distribution.

Amanda will send the survey questions to Anthony so that he can create the survey in SurveyMonkey. The committee members will practice the survey before it is sent to all employees.

Anthony will look at the year round calendar to determine a week that will cover a track change so that the survey can be sent to employees while they are at work. The survey will open on a Wednesday and end on a Wednesday.

Licensed Job Description

A conversation about the essential functions of a licensed job description. There are some items that could be implemented differently so as to better honor employee's time. It was discussed that it would be beneficial for each employee to have access to this and review it each year. It was suggested that the Joint Relations Committee (JRC) review the job description and make suggestions for updates.

Discussion about how stipends are paid for sports differentials and activities differentials. The sports differentials are standards across the district. The activities differentials is determined by the principal at each site.

There are different committees that require significantly more work than hours but might not receive compensation. The non-essential functions are different for different people.

Janice would like to pay people more money so that they are being paid for doing what they are doing.

Salary Schedule

Vicki said that since everything is on the table, she asked if it is possible to create a career ladder type table so that if a teacher does X, they get Y. Matt said yes. Janice clarified if that meant keeping the same salary schedule. Melissa said yes, it is important to keep a strong base, especially if there are people who might not want to do additional work for extra pay. Concerns - having enough money to compensate all employees should they choose to opt for the extra pay. Matt said there would have to be a cap.

Janice's Goal - Find a salary structure that doesn't damage the district but opens up opportunities for all employees.

Melissa referenced articles and studies that state a career ladder type salary schedule only works when there is a strong base pay.

Brief analysis of the Jordan School District's salary schedule. Jordan District ranks 32 out of 42 districts in the state for starting salary schedule.

There was a concern shared about communicating a complex change to the salary schedule when a more minor change (extra days and supply money to new hires) was not implemented well.

Matt identified the elephant in the room as being not being able to implement something of this magnitude by February. He said the implementation might need to be a few years down the road. The expectation isn't to implement everything in the entire project right now.

Vicki expressed concern about dragging out an implementation process over a couple of years based on changes to the JSD School Board. Several times it has been expressed (not in this committee) that the current school board can't tie the hands of future boards. Matt said there are ways to address that concern including MOUs, and Institutional Memory. The sooner we can implement more of the material, the more likely we are to be successful at the implementation. Janice said that whatever we do, we need to plan a system that waterfalls into the next group.

Melissa inquired about asking John Larsen to put together a cost analysis for a possible salary schedule change.

Katherine reminded the committee that one area teachers express concern about is time - the need for more time to plan without students.

Anthony noted that there are employees that do not want leadership or more responsibility opportunities.

Melissa reminded the committee that JEA has been asking for elementary prep time for years and has not been successful. Jen mentioned that at West Jordan Elementary who has Title 1 and Turnaround funds will have daily prep times. The teachers there have expressed the desire to provide that same prep time opportunity to all elementary teachers.

Melissa would like to focus on what that "other" is besides sports and activities differentials.

A priority for most educators would be = More Compensated Time

Matt said that we can create and know the whole dollar amount to whatever we want to create for a salary schedule.

Katherine mentioned that there are a lot of things that teachers do outside the contract time that most people don't know.

Question: What do you think differentiates one teacher from another that might make a difference to our committee work?

Matt reminded the committee that we are trying to reward high quality teaching. What do we know that creates high quality teaching? If we answer that question and then create compensation around that, we get to where we want to be. Melissa shared that there is a difference between what a teacher would say about a colleague compared to what parents/students would say. Jen said that it is more difficult to measure a high quality educator than a poor performing educator. Anthony expressed that what we do has to seem fair to those people that don't qualify for the compensation.

Katherine asked about where the money will come from to help pay for decisions that the committee is making. Melissa shared that over the past 10 years of negotiations, the money tree doesn't seem to be flexible.

At the next meeting, Matt will be prepared to discuss the financial resources that we can utilize to implement our programs without impacting other programs.

It was pointed out that increasing the base pay doesn't guarantee high quality teachers. Anthony pointed out that teachers that are NCBT (National Board Certified Teachers) certified are high quality teachers and he wishes that we could implement something as rigorous as that program.

Next meeting: discussion about what creates high quality teaching and how to measure it, as well as the financial aspect of it. Matt will give a financial presentation.

Next Meeting:

September 26 (Amanda Treats)

October 10 (Anthony Treats)