## **Prairie du Chien Area School District**

### Innovation for Success™

# Professional Educator Compensation Advisory Committee MEETING OF THE PRAIRIE DU CHIEN BOARD OF EDUCATION

Public notice is hereby given as required by law that a Meeting of the Prairie du Chien Board of Education will convene on **October 25, 2016** in the Prairie du Chien High Cafeteria, 800 East Crawford Street, Prairie du Chien, Wisconsin 4:30 p.m. Matters to be taken up, discussed and acted upon at this meeting are as follows:

I. CALL TO ORDER

Meeting was called to order by Christine Panka at 4:35 p.m.

#### Present BOE Members:

Cassie Hubanks Lynn O'Kane Christine Panka Duane Rogers

#### Absent BOE Members:

Nick Gilberts

Kyle Kozelka

Devan Toberman

- II. DISCUSSION OF COMPENSATION SURVEY QUESTION RESULTS
- III. REVIEW OF OTHER DISTRICT'S' COMPENSATION PLANS

Homework for next meeting is to review internal compensation survey results as well as to review sample compensation model plans and to bring ideas from the sample policies that align with local objectives to the next meeting for small group discussion.

- IV. DISCUSSION OF CORE COMPONENTS IN THE ALTERNATIVE COMPENSATION SYSTEM EXAMPLES (The following are listed for discussion purposes only as components delineated in some of the alternative compensation examples).
  - A. Knowledge and Skills
    - 1. District credits (University, Alternative, District Provided or Sponsored)
    - 2. Tuition and Student Loan Reimbursement

- 3. Advanced Degree
- 4. Licensure for PI 34
- 5. Licensure in Particular Certification Areas
- National Board of Professional Teacher Standards Certification/Master Teacher
- 7. Additional Skills (e.g. foreign language, vocational licenses, etc.)
- 8. Additional Duties and Responsibilities
  - a) Mentor/Peer Coach
  - b) Staff In-Service Presentations
  - c) Curriculum Writing
  - d) Leadership Responsibilities-Grade level, Building level, curriculum area
  - e) Other Professional Duties
- 9. Educator Evaluation
- 10. Market Incentives
- 11. Student Learning Outcomes

#### V. FUTURE MEETING DATES AND AGENDA DETERMINATION

Doodle survey will be sent out to compensation committee members including a link to the "livebinder" information to determine next meeting date and time.

#### VI. ADJOURNMENT

Motion by Rogers and seconded by Panka to adjourn meeting at 6:04 p.m. Passed unanimously with all in favor. Meeting Adjourned.

President

Notes taken by Christine Panka