

Johnson Creek Board of Education
Personnel Committee Meeting
Wednesday, May 22 2013
MS/HS IMC
5:30 pm

Chair Rick Kaltenberg called the meeting to order.

Members Present: June McCaffery, Duane Draeger, Rick Kaltenberg and Superintendent Mike Garvey

Dr. Garvey verified that the meeting was properly posted.

Motion by McCaffery/Draeger to adopt the agenda as posted. Motion carried.

JCEA Representatives Present: Al Schott, Brian Zachgo, Sam Hett, Kris Anderson-Hereth, and WEAC Representative John Wedge.

Dr. Garvey presented the Personnel Committee's offer of a 2% base pay increase with a guarantee of a \$710 increase for those placed on the new salary pathway.

While the JCEA caucused, the Committee continued the meeting.

The Committee developed a 3-Tier merit pay structure and determined that for the 2012-13 school year, the Tier I would receive \$1,000, Tier II would receive \$700 and Tier III would receive \$500. The Committee considered the recommendation from the administrative team that twelve teachers be recognized with merit pay based upon their 2012-13 school year performance.

The Committee reviewed the written rationale and assigned each to a Tier.

Motion by Draeger/McCaffery to recommend merit pay to the following teachers:

Krista Anton	\$1000
Melissa Enger	\$1000
Angie Hoffman	\$700
Julie Gross	\$500
Heidi Nimm	\$700
Marcus Novak	\$1000
Brett Perucco	\$700
Trent Probst	\$1000
Megan Rojemann	\$1000
Al Schott	\$1000
Tricia Wagner	\$700
Paula Wolter	\$700

Roll call vote: Draeger – Y, McCaffery – Y, Kaltenberg – Y
Yes – 3 No – 0 Motion carried

The Committee discussed 2013-14 athletic coaching assignments. Dr. Garvey will meet with Mr. Vogel to discuss a more complete evaluation system be put in place removing the “student evaluation” of coaches.

Motion by Draeger/Kaltenberg to recommend the Athletic (Fall/Winter) assignments be approved as presented. Motion carried.

The JCEA returned from caucus and accepted the Committee’s offer for base increase. They expressed their desire to see a bit more added if the budget would allow it. Dr. Garvey will prepare the TA’s for signature.

The JCEA representatives left.

Dr. Garvey updated the Committee of the following 2013-14 staffing items:

1. Special Education position filled (Mr. Sweger) – already approved
2. Instrumental Music position filled (Ms. Plocar) – already approved
3. MS/HS Principal position filled (Mr. Vogel) - already approved
4. Ag position – interviews today, conducting reference checks
5. Vocal Music – posted
6. 60% Speech/Language – posted
7. English Position – Interviews Tuesday
8. 2 new Middle School positions – hoping to fill from current pool of subs and aides
9. 2 Elementary positions – Hoping to fill from current pool of subs and aides
10. .5 FTE Tech Integrationist/Communications, .5 Teacher – (Mr. Perucco) ready to go, working on remaining instructional needs

Motion by McCaffery/Draeger to adjourn. Motion carried.

Submitted By:

Michael P. Garvey, Ph.D.
Superintendent