## Teacher Vacancy Task Force | June 2<sup>nd</sup> Meeting Notes



### **Compensation Working Group Meeting Notes**

Task Force Members Present: Andrew Kim, Brian Kruk, Cody Knott

Karen Wilson, Amie Ortiz, Tasha Barker, John Yor

Patricia Detrich, Yvette Garcia, James Fernandez, Amanda Langston

#### Introduction

Director of Strategic Compensation Grace Wu welcomed the Compensation Working Group Task Force members and shared the objectives, agenda for the meeting, and potential topics for future meetings. Working Group Leads introduced themselves:

- Norma Castillo, Assistance Superintendent of Human Capital Systems, Austin ISD
- Dr. LaTonya Goffney, Superintendent, Aldine ISD
- Dave Lewis, Superintendent, Rochelle ISD
- Grace Wu, Director of Strategic Compensation
- David Marx,

of teachers making \$80,000 or more has doubled

ng group would be viewing compensation. The

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Ms. Ortiz shared that Austin ISD has chosen to do a human capital system that included performance incentive and professional learning back in 2016, but build in a permanent base pay. We also have enhanced compensations which are where there are students who may need the most support. This helps us with recruitment to our high needs campuses.

Mr. York shard that Longview ISD implemented an incentive program in 2012 connected to value-added. We pay bonus for our highest performing teachers. We currently pay by student for teacher. We have seen that results, it has helped us attract talented teachers. We have three different incentive program in 2012 connected to value-added. We pay bonus for our highest performing teachers. We currently pay by student for teacher. We have seen that results, it has helped us attract talented teachers. We have three different incentive program in 2012 connected to value-added. We