

Compensation Working Group Meeting Notes

Task Force Members Present:

Sadie Atha, Jay Killgo, Norma Castillo, Dave Lewis, Cynthia Hopkins, LaTonya Goffney, Brian Kruk, Judd Marshall, Jason Hewitt, Eric Hale

Staff Members Present:

Grace Wu, Matthew Holzgrafe, David Marx, Ebony Love

Several task force members discussed challenges recruiting teachers in urban areas and that potentially offering tuition discounts for teachers, housing allotments, or other incentives could help with recruitment.

TRS Representatives Panel

Based on Task Force member input in the June meeting, Mark Chi and Barbie Pearson spoke to the group regarding TRS and Benefits to provide additional understanding to the structure of benefits for districts. They reviewed the health and retirement systems, as well as the contributions that the districts and employees pay.

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To begin to consider tradeoffs between impact and feasibility, Mr. Holzgrafe introduced Task Force members to a survey giving them the opportunity to rank the approximately twenty recommendations. Mr. Holzgrafe framed that the purpose of the survey is to give the working group members additional starting points for discussion related to relative prioritization, not to create a definitive or final ranked order list.

Based on the results from the prioritization survey, Task Force members identified the following recommendations as the top focus areas:

- Excellent Health Care for Teachers
- Increasing Base Pay for Teachers
- Addressing the retire/rehire policy and providing funding to districts

Task Force members discussed health insurance as a large area of impact. A Task Force member stated that