

Lincoln Academy

Compensation Committee Report

March 2019

Committee Members: Janelle Johnson, Emily Hall, Maria Jelinek, Debbie McNutt, Karen Ullman, Nina Sloan, Dan Burrows

The Committee has finalized its work on the Board given directive to propose a program that would create additional compensation opportunities that recognize teachers who make exemplary contributions to Lincoln Academy, and have unanimously voted to not move forward with a program at this time.

The Committee convened in August to begin the second part of its directive, to create a program that would offer compensation opportunities above and beyond the salary scale. At first the committee considered a “Plus” program that was based on a percentage of salary. It was quickly realized that this type of a program would not be favorable to Lincoln’s projected budget.

The Committee then agreed on a framework for "Innovation and Creativity Awards", a system not tied to faculty compensation, but an award that is able to be given on the merits of innovation and creativity, as it relates to the student experience.

A staff survey was completed in February to receive feedback. It was communicated that the Committee recognized voiced concerns regarding current compensation bands, and how they compare to our local market as well as the District. While a new band system was recommended by the committee and adopted by the Board last year, any future changes to these bands will be directed by Administration, working closely with the Finance Committee.

The Committee proposed a \$50,000/annual budget to the Finance Committee for this new program.

At our final meeting, the committee discussed the following:

- The staff survey showed insufficient buy-in for this type of a program. There was not a clear showing either for or against the program, and there was a lot of trepidation surrounding the concept.
- Base salaries and the insecurity of the future presented itself as a major concern, both internally, and from external sources, such as the DPS strike.
- From the very beginning, the Committee had agreed that any additional opportunities would not be created in a way that would “force” the teachers to have to reach for them because their base salaries were so low.
- Strong concerns were voiced regarding the ability to build a program that would protect concerns of favoritism while still engaging administrative support.

Upon full review, it was unanimously resolved that while there was interest in future opportunities that could reward faculty for superlative contribution to the student experience, this was not the time to do it.