

Lincoln Academy

Compensation Committee Report

February 2019

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

The Committee is working hard on its Board given directive to propose a program that would create additional compensation opportunities that recognize teachers who make exemplary contributions to Lincoln Academy.

We are creating a framework for "Innovation and Creativity Awards", a system that is 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. So far, it has been discussed that awards would be given twice yearly with a cap on the possible number of recipients. Award recipients would be chosen by a diverse committee based on application or nomination.

This week, the Committee will be releasing a survey, giving faculty a chance to give feedback on such a program.

In this survey it will be communicated that the Committee recognizes 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 has submitted an updated request to the Finance Committee to reserve \$50,000 annually for this new program.

We wish to give an initial presentation of this program at the March regular meeting of the Board of Directors, with a final presentation and vote to be given in April.

Next Committee Meeting: Tuesday, February 19th @ 7:00 AM – Upstairs Conference Room