

Compensation Committee

Wednesday, November 7th 7:00 AM

Board Members Present: Nina Sloan, Janelle Johnson, Dan Burrows

Staff Members Present: Emily Hall, Debbie McNutt, Maria Jelinek

Mission Statement/Objective:

The board has given a directive to the Compensation Committee to propose a system that creates additional compensation opportunities that recognize teachers who make exemplary contributions to Lincoln Academy.

Summary:

The Compensation Committee has agreed to move forward with the design of the “Innovation and Creativity Awards” as a method of rewarding faculty (individual or team) projects that impact the student’s educational experience in a significant way.

The committee is currently working on creating the criteria to be considered for the potential awards.

Points of Discussion:

1. How much is paid for each award?
2. Criteria?
3. Who makes the selection and how?

Thoughts presented by Committee Members:

A proposed budget of \$108,000 has been proposed to the finance committee as an annual award pool.

CRITERIA:

Year-to-year award

Project based

All faculty are eligible regardless of longevity

Eligible for teams

Significant impact to the student educational experience

Needs to be innovative, something new, outside of the box

Can be an improvement on an old thing

The committee has to be free not to give any awards

Did you get over a certain standard and then you get an award

The selection committee should be measuring projects and proposals against a committee standard but not against each other.

There has to be a presentation piece with time for Q&A

When do we release this type of an idea for teachers – projects need a start and an end point

Brainstorm examples for the staff – perhaps give examples of what it is not

Does it impact the student’s educational experience in a significant way

We are creating general guidelines and things to think about but we don’t want to create a system that in itself limits innovation.

New. Unique. Impactful.
Eligible for anybody who is paid under the faculty scale.

Questions for future meetings:

Notes:

Action Items:

Next Meeting:

Friday, November 16th @ 7:00 AM in the Upstairs Conference Room
Agenda to be sent by Dan