

Compensation Committee

Tuesday, September 12th, 7:00 AM

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

Staff Members Present: Jennifer Roberts, Emily Hall, Karen Ullman, Maria Jelinek, Debbie McNutt

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.

Questions for Review:

1.) What amount of money do you think is sufficient, but not greater than necessary, to encourage teachers to strive to achieve plus option status?

A straw poll was taken of committee members to see individuals answers and if they were similar:

10K
6K
8-10K
8K
9K
5K
6K
5K
6500K

Average: 7200K

2.) How broadly available should it be – what #/% of teachers should be in the program? (i.e., limit to 10%? 25%? 1/3?)

100%
34%
10-15%
25%
25%
25%
15.5%
20%
10-25%

Average: 31%

Questions for future meetings:

What does the system look like?

How does one qualify for it?

How long should someone be able to be in the program?

What does it do for morale for those that do not get in?

How do they turn people down? How often?

How do we reward the absolute pinnacle of excellence amongst an already excellent staff.

Notes:

Peak gives 10% above compensation

Peak does not cap people in the program

Action Items:

Where are our current compensation bands? - Sarah

Can we give a \$ to Nathan? \$108,000 + PERA and MAC – Nina

Innovation in Compensation – In the Google Drive

Next Meeting:

Wednesday, October 3rd @ 7:00 AM in the Upstairs Conference Room

Agenda to be sent by Dan