

# minutes

Administrative Compensation Committee		
03.06.2017	1:30- 2:30	DO Board Room
Meeting called	John Rasmussen	
Note taker	Janessa Katzenberger	
Minutes	1 <sup>st</sup> : Melissa 2 <sup>nd</sup> : Janessa	
Attendees	John Rasmussen, Melissa Hammann, Barb Dorn, Jerry Roth, Jason Knott, Janessa Katzenberger, Alice Murphy, Steve Swanson, Brian Cashore, Joanie Dobbs	
Agenda Topic		
Compensation Discussion		
Administrators looked at the compensation model. Admin appreciates the model and all of the time and effort Melissa spent creating this model.		
Admin Team determined the compensation model might not be a sustainable model due to the limited funding available.		
What needs to be done to bring salaries in line with peers? Having a plan and executing a plan are two different things. It's expensive because we are so far behind.		
We all agree with the concept, but cannot execute at this time. Maybe a different time in the future.		
Could this be a potential addition to our referendum? Operational monies? This way we have money to pay for hard to fill positions and salary increases when needed.		
The data is still important to bring forward to the Citizens Advisory Committee so they understand how significantly underpaid ECSD administrators are paid.		
Action Items	Person	Deadline
Agenda Topic		
Recommendation to the Board		
Inform the Board of our plan for a future roll out, but not feasible given the current budget situation.		
Bring data forward to the Citizens Advisory Committee to help inform an operation referendum .		
Admin Team to continue discussion regarding percentages to include in compensation model.		
Propose to increase Director of Student Services salary.		
Action Items	Person	Deadline
Take proposals to the Board for March 22 <sup>nd</sup>	Steve and Jerry	
Motion to Adjourn	1 <sup>st</sup> : Jerry 2 <sup>nd</sup> : Alice	

Approved: 3/6/17 (through survey)