

MINUTES OF A JOINT COMPENSATION COMMITTEE MEETING

November 30, 2015

6:45 P.M. SEMINAR B

The compensation committee met on Monday, November 30 at 6:45 PM at the Administrative Offices of the District. In attendance were committee members Thompson Ford, Rob Lemke and Mike Borkowski. Also in attendance were Superintendent Mike Simeck and District 115 Board Members David Lane, John Powers and Reese Marcusson.

The meeting was a continuation of a dialogue on how the two districts could best work together with our superintendent on the process of best determining the annual compensation reviews for the Administration and Staff for each district, including those who work in shared services.

Thus far we have determined the following:

- That the recommendations on compensation for Administration and Staff employees should continue to be made by the superintendent.
- That the School Boards members will be providing more guidance to the superintendent prior to his sitting down and doing his own review on Administrative and Staff compensation each year. In the past the current Board believed that it was reacting to the recommendations made by the superintendent on this subject and going forward wants to have more proactive input into the process.
- Proactive input: Though ultimately these recommendations will be made by the superintendent, we have decided that pre-determining a pool of funds for the superintendent to use for allocating funds for his compensation reviews each year would be used. At this point, we have not yet come up with a formula as to how this pool of funds will be determined.

Next Steps- The Compensation Committee has another meeting planned for Tuesday, January 12 at 6:45 p.m. at the Administrative Offices of the District.

At this meeting, the Compensation Committee has been assigned to provide the superintendent with a punch list of questions to answer for us at the January meeting. We hope the insights gleaned from these answers will provide us with more important data to use in finalizing the process we expect to implement for future reviews on compensation for Administration and Staff.

As mentioned earlier, we hope to have a process formally in place by the spring of 2016.

The meeting adjourned at 8:15 PM and that completes the report for the Compensation Committee.