

Minutes of Compensation Committee Meeting

Monday, October 26

The Compensation Committee met on Monday, October 26th at 6:45 pm. Tom Ford chaired the meeting with committee members Rob Lemke, Mike Borkowski, Superintendent Mike Simeck, and District 115 School Board members Reese Marcusson and John Powers also in attendance as invited guests.

The purpose of the meeting was to continue to improve the process in how to best determine Staff and Administrative compensation. The goal of the Board is to have more input into the matter and also determine a best practices formula to make this process more efficient for both the Superintendent and future Boards in terms of determining salary increases and what kind of budget would be used to work from to determine these increases. We invited the individuals from District 115 with hopes that they would work jointly with us in this effort so we could as a group, address those employees who perform work for both districts under the joint services umbrella. Based on the feedback we received from our District 115 guests, they appear to agree that this should be the process which we work on and formulate a plan together.

Prior to this meeting, Tom Ford, Board President Mike Borkowski and Superintendent Mike Simeck were tasked with trying to obtain information from other districts (as well as the City of Lake Forest) to see how they handled the process of determining Staff and Administrative pay. Tom Ford reported on how the City of Lake Forest handled their process which was generally tied to CPI and both Mike Borkowski and Mike Simeck came back with over a dozen responses from their peers covering this situation. From their reports we saw a wide variety of ways in which this was handled, with many districts pegging these annual increases to match that of their current teacher's contracts.

From these responses, we discussed our own philosophies to determine this process and ultimately came up with some general ideas that we are going to 'color in' at the next meeting (in November). The general framework we decided to work off toward the next meeting was as follows:

- Providing the Superintendent with a budget to distribute as he saw fit, with some leeway for special cases or contractual obligations outside the normal parameters.
- Providing a matrix of sorts to allow the Superintendent to prioritize and work within the budget.

We agreed to work off these ideas and convene again jointly before year end with a goal of trying to 'color in' these parameters with the hopes of formally providing this to our respective Boards and the Superintendent in the first quarter of 2016, well ahead of when these annual reviews take place.

The Compensation Committee is looking to schedule their next meeting for Monday, November 30th at 6:45 pm.