

ERCC Committee Meeting Notes
Monday, November 17th 20145

1. New Employee Benefits
 - a. Looking at each new employee benefits cost to school.
 - b. We plan \$50,000 for a new hire, at the top range.
 - c. In the future, reviewing our current healthcare provider options, may want to look around depending on whole (school) costs and individual costs.
2. Class System (proposal)
 - a. Divided support staff, IT administration, nursing and administrative team (both current and possible future) into new classes
3. Years for Support Staff
 - a. When moving class systems and comparing years experiences in job descriptions, does not carry over to other job descriptions.
 - b. Exploring the option of creating formulas for years of service versus years of experiences.
4. HR position
 - a. Recommendation to the Board of Directors by ERCC to a 225 day contract at \$19.50 an hour, on a salary basis
5. Teacher/Admin pay scale
 - a. Creating a review cycle for support, teacher and administration pay scale
 - b. Review pay scale for teachers and admin (after admin structure has been finalized)