

## Employee Retention and Compensation Committee Meeting

March 27, 2014

-Merit pay or bumps in the pay scale sooner?

-Social workers, paras, and administration are not included in the spreadsheet that ERCC looked at. Do you offer them a stipend? A % raise? The scale is a bit different from what Beacon Academy has now. The teachers would get a little chunk vs. getting a big chunk on year 6. It adds \$46,000 vs. \$29,000. There would be nine staff members who would see changes next year if this were to go into effect.

1-3-\$34,500

4-5-\$36,000

6-7-\$40,000

8-9-\$41,500

12-\$45,000

18-\$50,000

The last time office pay had an increase has been awhile. ERCC needs to bring to the board who and when raises have been given. The entire staff was given a 1% stipend last year.

What percentage would it put Beacon Academy fund balance at for each individual package and altogether?

If the packages are shot down would ERCC come up with plan B?