

Expanding Excellence

Committee Members	
Chair	Ramona Flores
Board Liaison	Ramona Flores
Kasey Shermer Chris Barrett Jordan Ford Visitor: Sean Koster	

Employee Retention & Compensation Committee (E.R.C.C)

Barriers to Expansion	
Task	-Make a recommendation to the board for Beacon Academy Employee Compensation beginning in the 2013-2014 school year
Money	-Review budget with Business Manager to understand financial impact

Meeting Outcomes-November 13, 2012

- **Survey Results:**
- Non-Monetary Compensation: Jeans, PTO, Workshop Fees Covered
- Rank Attributes: Working Conditions, Monetary Comp., Proximity, Academic Freedom, Benefits
- Other Considerations: PTO days (1-Roll over, 2-\$ for unused), Paid Maternity Leave, Room for advancement on pay scale, Higher level education compensation
- **Analyze results from MACS Survey (Given every two years-Charter School Compensation around the state)**
- **Contact 6 surrounding school districts (traditional) to get pay scale information**
- **Set up a meeting with our business manager**

OVERALL TIMELINE- Key Activities

