

# Personnel Committee Report

## Monthly Update (September)

- ▶ Lia Santos, Board Governance Committee Chair, did not have a working laptop last month to prepare for the Board Meeting. Due to this, her report was provided verbally but not attached to the meeting materials. Notes from this meeting are provided in the Board Meeting notes.
- ▶ A summary of the updates provided last month are provided here:
  - The **CEO Evaluation** from last school year is complete. Lia needs to gather all documents and send them to Matt, for documentation purposes.
  - There was a **Board Governance Committee Meeting** on August 27<sup>th</sup>. Items discussed were team members, roles, responsibilities, team structure, and high level goals for the year.
  - Due to responsibilities, they decided that the **Committee Chair** would be the individual on the committee who is responsible for conducting the CEO Evaluation. And that this position would be on the **Executive Committee** of the Board.
- ▶ Matt and Lia (Board Governance Committee Chair) had their **monthly meeting** and discussed the following desired activities for this school year:
  - **3% increase** for all faculty, and reasons for this recommendation (voted and approved at the September Board Meeting)
  - **Compensation comparison** to APS scale
  - **Succession plan** is desired, to prepare for any unplanned departures (ED and Principals)

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## Monthly Update (October)

- ▶ The Board Governance Committee met October 1, 2015 from 8am to 9am. Highlights from the meeting are as follows:
  - **Identified key goals and objectives** for this school year. They are provided as a separate document that also indicates the timeframe for each activity. Progress against these goals will be added throughout the year.
  - Discussed the **nominations committee** and made suggestions on who should likely be on the committee based on background, length of term, etc. These are also documented on the goals sheet. We would like to present the committee for a vote at the November Board meeting. Please contact Leigh if you are interested.
  - Discussed multiple opportunities for **Board Recruitment** including a letter from Leigh, in person information sessions (during introduction at certain sessions), and ongoing informal recruitment that we hope everyone is doing.
  - Reviewed the calendar to determine an approximate timeframe for the **Mid-Year Retreat**. It will be here before we know it! We are hoping that BoardOnTrack may be able to attend.
  - Determined upcoming priorities: In November, Lia will conduct a **990 review** of similar organizations to gather information on compensation packages; November/December Lia and Mitch will draft new **Executive Director contract**

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## Monthly Update (October)

- ▶ Matt and Lia had their monthly meeting on October 6 from 2:30pm to 3:30pm. Highlights from the meeting are as follows:
  - Conducted analysis of **ANCS salaries compared to the APS pay scale** (recently updated and posted) to ANCS pay levels (after 3% increase), where there is a comparison job
    - The analysis was conducted at the employee level. As expected, ANCS salaries are slightly below those at APS (within ~5%).
    - There were no anomalies at the employee level, which would indicate that certain faculty members are being paid higher/lower on the comparison scale than others.
    - Where there were slight variations, the reasons were documented (e.g., new hire, one pay scale step at APS that has a greater % difference from the other steps, ANCS faculty with stipends, etc).
    - There are many reasons why faculty members join and stay at ANCS which offset the pay levels that are slightly lower than APS. Matt is working with a committee right now to assess “what matters most” to the ANCS faculty. Money is always important, but we want to make sure we understand the other factors that make this a great place to work. We will utilize the results of this study to guide recognition and rewards targeted to enhance the unique teaching that the ANCS faculty member most desire.  
*Please know that there will be more to come and/or report here.*