



Environmental  
Charter Schools

**Environmental Charter Schools  
Compensation Committee Meeting Agenda  
March 14, 2016 - 4:15 PM**

Meeting will be held at:  
**Environmental Charter Middle School-Inglewood  
3600 W Imperial Highway, CA 90303**

1. Call to Order and Attendance 4:15 PM

**Committee Members**

Ms. Kami Cotler (Chair)  
Mr. Ken Deemer  
Ms. Alison Diaz  
Ms. Amy Frame  
Ms. Alicia Hernandez  
Ms. Amy Johnson  
Ms. Sophie Korn  
Ms. Elizabeth Stenbakken

**Present   Absent**


**Next Meeting Date**

Monday, April 11 at 4:15 PM - ECMS-Gardena

2. Review and Approval of Agenda 4:20 PM

Motion to approve the agenda by \_\_\_\_\_ Seconded by \_\_\_\_\_  
All in favor \_\_\_\_\_ Against \_\_\_\_\_ Abstaining \_\_\_\_\_  
Motion Carries / Fail

3. Discussion Items/Updates 4:25 PM

- A. Performance Based Compensation Update
- B. Additional Compensation Strategies

4. Action Items 5:00 PM

- A. Performance Based Compensation
- B. Increased Compensation Proposal

5. Adjournment 5:30 PM

Compensation Committee Charter



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Goals for 2014-2015:

1. Revise the teacher salary schedule to be more competitive with other districts
2. Create clear pathways for teacher career advancement
3. Revise teacher compensation to retain and attract great teachers
4. Improve teacher compensation system so it tangibly acknowledges teacher achievement

Goals for 2015-2016:

1. Facilitate communication about changes to teacher compensation systems
2. Provide an open forum for teachers to express concerns about compensation system
3. Monitor competitiveness of ECS teacher compensation
4. Research and design proposals for improvements in ECS teacher compensation
5. Revise the teacher salary schedule to be more competitive with other districts

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

SPECIAL PRESENTATIONS MAY BE MADE

Notice is hereby given that consistent with the requirements of the *Bagley-Keene Open Meeting Act*, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY

Pursuant to the *Rehabilitation Act of 1973* and the *Americans with Disabilities Act of 1990*, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting ECS at 812 West 165<sup>th</sup> Place, Gardena, CA 90247; telephone (310) 214-3400; fax (310) 214-3410.

FOR MORE INFORMATION

For more information concerning this agenda or for materials relating to this meeting, please contact ECS at 812 West 165<sup>th</sup> Place, Gardena, CA 90247; telephone (310) 425-1605; fax (310) 214-3410.

*ECS's mission is to create and deliver vibrant, innovative, interdisciplinary learning opportunities using the environment to engage students and connect them to the wider world.*