



Environmental
Charter Schools

**Environmental Charter Schools
Compensation Committee Meeting Agenda
February 8, 2016 - 4:15 PM**

Meeting will be held at:
Environmental Charter Middle School-Gardena
812 W 165th Place, Gardena

1. Call to Order and Attendance 4:15pm

Committee Members

Ms. Kami Cotler (Chair)
Mr. Otto Cifuentes
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, March 14, 2016

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. Review minutes 1/11/16 meeting
- B. Review STRS presentation for faculty
- C. Review Benefits survey for teachers
- D. Review 15-16 Goals
- E. Performance Based Compensation

4. Action Items 5:00 PM

- A. Approval of minutes from 1/11/16 meeting
- B. Approval of survey items



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5. Adjournment

5:15 PM

Compensation Committee Charter

Environmental Charter Schools is adopting a new, performance based compensation system. The intent is to design a fairer system which will increase teacher compensation so it is competitive with other districts, offer teachers clear pathways for career advancement, retain and attract great teachers, and tangibly acknowledge teacher achievement. ECS staff on facilities-related matters; and

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 165th Place, Gardena, CA 90247; telephone (310) 214-3400; fax (310) 214-3410.

FOR MORE INFORMATION

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