

WILLIAMS BAY SCHOOL  
BOARD OF EDUCATION  
COMPENSATION COMMITTEE MEETING  
Wednesday, November 11, 2020

Board Members Present: K. Nelson (via Zoom) and D. Ripple

Administration Present: District Administrator Dr. W. White  
MS/HS Principal B. Mansky  
Elementary Principal A. Bond (via Zoom)  
Director of Special Education K. McOmber (via Zoom)  
Business Manager B. Prather

Guests: 12 (8 via Zoom)

I. CALL TO ORDER

District Administrator Dr. White called the meeting to order at 3:45 pm.

II. Review and Discuss the District Compensation Plan

Dr. White started the meeting by giving an update on where the District stands with its 2020-2021 budget. Currently, the District's 2020-2021 budget is balanced and in good shape. The expenses have risen, but so has revenue, thanks to steady enrollment increases. Dr. White went on the talk about the goals that the School Board and Administration will be concentrating on regarding compensation moving forward. First and foremost, they believe it is important that the District maintains compensation so that staff is not taking home less in the future than they are today. After that the main concentrations will be focusing on the goals of the District's Strategic Plan, attracting, and retaining staff, the sustainability of a compensation plan, benefits, and making sure our District is competitive with other districts in the area. All these goals need to be balanced with the facility's needs and academic performance. Dr. White also advised the District would be forming a Finance Committee that would help guide the District to ensure all these different aspects would be taken into consideration.

Regarding the 2021-2020 state budget, very little is known because of the pandemic. As the administration formulates the District's next budget, they will be formulating it based on zero increase in the state budget and zero enrollment growth.

Discussion followed regarding enrollment, open enrollment caps, and balancing all needs of the District, including ensuring district morale stays high and the compensation plan stays viable.

III. Set Date and Time for the Next Compensation Committee Meeting

Due to the unknowns surrounding the 2021-2022 State Budget, no additional meetings have been set.

IV. Adjourn

At 4:02 p.m. the meeting was adjourned.

Karolyn Nelson, Clerk  
ds: 11/12/2020