

APPROVED



## Girls Global Academy

### Minutes

#### GGA Board Meeting: Closed Session

Internal Business - Part TWO

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##### **Date and Time**

Monday March 29, 2021 at 8:10 PM

##### **Location**

This meeting will be conducted via video-conference.

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##### **Trustees Present**

Beth Blaufuss (remote), Christine Miller (remote), Elaine Harris (remote), Janice Parker (remote), Kevin Bryant (remote), Marilyn Bowser (remote), Maura Dunn (remote), Max Levasseur (remote), Scott Ganske (remote)

##### **Trustees Absent**

*None*

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#### **I. Opening Items**

##### **A. Verify Quorum**

##### **B. Call the Meeting to Order**

Max Levasseur called a meeting of the board of trustees of Girls Global Academy to order on Monday Mar 29, 2021 at 8:10 PM.

#### **II. Internal Business - Part Two**

##### **A.**

## **Establish Policy for Adjusting ED Compensation**

Review of What Happened Last Year

A \$15,000 adjustment was made to the ED compensation

Karen asked for an additional increase based on her work hours and estimated market rate.

After deliberation, an additional increase was made.

Last year the evaluation was largely narrative and Karen's self-evaluation was narrative vs. using specific criteria- a thoughtful but arduous approach.

Going Forward

A more formulaic process is recommended to get to a thoughtful, consistent, year-over-year approach

This year what's being proposed is compensation based on

1. Performance as a base
2. Cost of living adjustment (researched, regionally-based, consistent with what the teachers are getting)
3. Merit (Hi, Medium, Low)

Comps are 'tricky' for charter schools as it isn't public information

For the Merit piece, it should be based on improvement against personal and organizational goals, but the board should not be compelled in the presence of a glaring deficiency

Timing: Complete the evaluation closer to the end of the fiscal year- as close as possible to the start of the next fiscal year

We're starting earlier and will use the Board on Track tool, which is more of a survey driven approach. There is space for an open-ended response and a mechanism to add GGA- customized questions.

Bylaws specify that the ED evaluation be done by the Executive Committee, which includes the leadership and the committee chairs.

This overall approach was approved.

## **B. Preview of ED Evaluation**

## **III. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:40 PM.

Respectfully Submitted,  
Elaine Harris