* The Board strongly believes in Exploris' mission as a diverse learning community that engages students in a challenging, relevant, and relationship-based education.
* An important component to enabling this mission is having the financial strength and reserves to weather challenging external conditions. This allows the school to provide its staff with employment continuity and its students and stakeholders with additional resources such as supplementary food and technology needs in challenging times. No staff member should have to worry about their income if they are doing their best work and no student should have to worry about food or technology as a barrier to learning.
* To this end, the Board strongly encourages staff innovation and efficiency. These goals i) enable staff to bring more creativity and commitment to the workplace and ii) allow the school to reduce the cost of operating expenditures in order to devote more resources into Exploris' core mission.
* During the Executive Director leadership transition period, several staff members were elected by Exploris staff to serve on an Interim Leadership Team in order to provide continuity for the school. The Board and the Interim Leadership Team agreed that the Interim Leadership Team construct would provide an opportunity to assess the viability of a possible new operating model with less hierarchy and greater transparency. While the Board did not commit to this model in perpetuity, it was interested in evaluating its impact on the school at least through the summer and fall.
* At the time that the Interim Leadership Team construct was created, there was no discussion of compensation. However, over time, the Board recognized the significant level of time commitment that was required of the members of the Interim Leadership Team and elected to consider supplemental compensation.
* This supplemental compensation is funded through the savings created from the vacant Executive Director position. However, in the interest of supplementing the school's financial reserve (to invest more in the school's mission), the Board is only using a portion of the savings from the vacancy as a compensation supplement for a portion of 2020.