



Seaside School, Inc

Compensation Committee

Published on October 7, 2025 at 8:58 AM CDT

Date and Time

Tuesday October 7, 2025 at 9:00 AM CDT

Founded in 1996
Serving Students in Grades 5 - 12

We seek to sustain an educational community where an emphasis on academic excellence is complemented by our concern for each learner's personal growth and intellectual, aesthetic, and psychological development. The curriculum is developmentally responsive – actively engaging students in learning skills in context; integrative – directing students to connect learning to daily lives; and exploratory – enabling students to discover their abilities, interests, learning styles, and ways that they can make contributions to society.

Information on procedures for public comment can be found on our Governance Page. ([Click Here](#))

If anyone needs special assistance to participate in the public input session, every effort will be made to provide an appropriate accommodation. When requesting accommodations for public input, please allow no less than 1 business day notice prior to the scheduled meeting.

Specific issues about a particular student should only be addressed to the school's Director of Student Services, rather than the Board of Directors.

All public comments will be taken under advisement by the Board, but will not elicit a written or spoken response. The names of persons providing public comment and a brief summary of topics or input will be included in the meeting minutes published. A response will be provided to the stakeholder within seven (7) days.

Agenda

	Purpose	Presenter	Time
I. Opening Items			9:00 AM
A. Record Attendance			1 m
B. Call the Meeting to Order			
II. Ad Hoc Compensation Committee			9:01 AM
A. Identified Resources	FYI	Thomas Miller	5 m
Benefits Experts Daniel Casselli dcasselli@buyq.org			
- Met this group at the National Charter Conference. https://buyq.org/how-it-works			
Salary Scale Examples:			
Triangle Math and Science Academy (See their base+ model and retention bonuses)			
More Detailed information			
Consultant:			
Raj Thakkar, Nationally renowned expert and author Financially Secure.			
RThakkar@csbm.com			
He wrote me:			
Here's some general thoughts and experiences, which I hope will be helpful:			
1. Most charter schools peg their teacher and school leader salaries at a % above (or below) the union scale.			
2. They offer similar benefits, except for the teacher retirement system/pension because it's unaffordable.			
3. They try to make their staff culture and ability to innovate the main differentiators.			
4. Charter schools have difficulty coming up with a salary scale for non-academic staff.			

	Purpose	Presenter	Time
	<p>We recently used a firm called Vision Link which works with for-profit organizations with identifying and implementing a compensation strategy. They have access to salary data for various roles and weighted by location.</p> <p>I can ask them if they've worked with nonprofit organizations and may be able to help you. Perhaps they already do and I just didn't know it.</p> <p>There are some search firms that help charter schools/networks with salary scale type work. I can contact a few and see if they are interested in meeting with you to describe how they can help and what they would charge.</p> <p>Please let me know if you'd like to me contact Vision Link and the few search firms who are better positioned to help with this specific project</p>		

III. Other Business

IV. Closing Items

A. Adjourn Meeting	Vote
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