



Seaside School, Inc

Ad Hoc Compensation Committee Committee Meeting

Published on November 3, 2025 at 10:55 AM CST

Date and Time

Tuesday November 4, 2025 at 9:00 AM CST

Location

<https://meet.google.com/sbq-sioh-vhy>

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			
III. Other Business			
IV. Closing Items			
A. Adjourn Meeting	Vote		
V. Next Steps			
1. Engage Professional Support			
• Identify and move toward hiring a qualified external firm to assist in developing a comprehensive compensation plan. • Establish a clear timeline for obtaining proposals, selecting a firm, developing pay scales, and presenting the final plan for board approval.			
2. Review and Benchmark Current Structure			
• Review our existing compensation framework and benchmark it against Walton County and surrounding districts to ensure competitiveness.			

	Purpose	Presenter	Time
3. Evaluate Policy and Benefit Adjustments			
	• Explore the feasibility of excluding new hires from the pension plan and evaluate alternative benefit options. • Discuss strategies to reduce “use-it-or-lose-it” leave behavior among teachers.		
4. Develop a Long-Term Compensation Strategy			
	• Shift from a reactive approach to a proactive, data-informed system that positions us ahead of the curve on pay adjustments and teacher retention.		