



Seaside School, Inc

Monthly Compensation Committee

Salary Scale Project Overview

Published on December 1, 2025 at 8:50 AM CST

Amended on December 2, 2025 at 9:47 AM CST

Date and Time

Tuesday December 2, 2025 at 9:00 AM CST

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			
C. Minutes	Approve Minutes	John Doris	1 m
Approve minutes for Ad Hoc Compensation Committee Meeting on November 4, 2025			
II. Ad Hoc Compensation Committee			9:02 AM
A. VisionLink-Compensation Proposal Review	FYI	Thomas Miller	30 m
A member from Vision Link will provide a scope and sequence of the Compensation Proposal Review based on the positions provided:			
School Operations Team			
Executive Director			
Director of Advancement			
Grant Manager			
Community Relations Officer			
Finance and Business Manager (Also HR)			
Facility Manager (Also the Bus Driver)			
Student Data Coordinator			
Student Support Team			
Principal			
Assistant Principal			
School Counselor			
College and Career Advisor			
Teacher			
Our Athletic Director is a part time stipend position (we have one at both campuses)			

	Purpose	Presenter	Time
Front Office Manager Custodian			

We have a handful of Coordinator Roles, all part time stipend based.

- STEM Coordinator
- Dream Big Coordinator

B.	Updates to Project	Discuss	John Doris	10 m
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III. Update 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.

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

	Purpose	Presenter	Time
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- Shift from a reactive approach to a proactive, data-informed system that positions us ahead of the curve on pay adjustments and teacher retention.

IV. Other Business

V. Closing Items

A. Adjourn Meeting	Vote
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Coversheet

Minutes

Section: I. Opening Items

Item: C. Minutes

Purpose: Approve Minutes

Submitted by:

Related Material:

Minutes for Ad Hoc Compensation Committee Committee Meeting on November 4, 2025



Seaside School, Inc

Minutes

Ad Hoc Compensation Committee Committee Meeting

Date and Time

Tuesday November 4, 2025 at 9:00 AM

Location

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

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Committee Members Present

A. Jordan (remote), C. Cerise (remote), F. Brown (remote), J. Doris (remote)

Committee Members Absent

None

Guests Present

T. Miller (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

J. Doris called a meeting of the Ad Hoc Compensation Committee Committee of Seaside School, Inc to order on Tuesday Nov 4, 2025 at 9:03 AM.

Motion to approve the minutes from Compensation Committee on 10-07-25.

The committee **VOTED** to approve the motion.

II. Ad Hoc Compensation Committee

A. Next Steps

- Chip to set up meeting with Financial Auditors to discuss rules and regulations regarding Benefit plans
- Tom to setup meeting initial meeting with Vision Link for next steps and pricing.
- Tom to setup initial meeting with Buy IQ for next steps on health benefits review.

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 9:45 AM.

Respectfully Submitted,

J. Doris