APPROVED

Seaside School, Inc

Minutes

Monthly Compensation Committee

Salary Scale Project Overview

Date and Time
Tuesday December 2, 2025 at 9:00 AM

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.

Committee Members Present
A. Jordan (remote), C. Cerise (remote), J. Doris (remote), T. Peterson (remote)

Committee Members Absent
F. Brown

Guests Present
T. Miller (remote)

I. Opening Items

A. Record Attendance

A. Jordan made a motion to approve the minutes from Ad Hoc Compensation Committee Committee Meeting on 11-04-25.
J. Doris seconded the motion.
The committee **VOTED** to approve the motion.

B. Call the Meeting to Order

J. Doris called a meeting of the Compensation Committee Committee of Seaside School, Inc to order on Tuesday Dec 2, 2025 at 9:07 AM.

II. Ad Hoc Compensation Committee

A. VisionLink-Compensation Proposal Review

VisionLink provided their initial proposal for market assessment and compensation plan review.

The committee will reach out to additional companies for competing offers on market assessment and plan reviews.

B. Updates to Project

Tom will setup a meeting with Buy IQ in Jan/Feb for a health insurance benefits review.

Chip to set up meeting with Financial Auditors to discuss rules and regulations regarding Benefit plans

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 10:05 AM.

Respectfully Submitted,
J. Doris