



Date: February 1, 2020

To: Board of Directors

From: Kevin Sved, CEO

Subject: Salary Authorizations for 2020-21

Staff seeks compensation direction to retain and recruit site-based staff for 2020-21. A preliminary 2020-21 budget was developed to demonstrate the organization's ability to provide salary increases that average 3%. Board authorization is requested at this time because the next regular board meeting is not until April 28th. In order to support staff retention, the goal is to provide return offers for certificated staff in early April. A subsequent board action may be requested based on the findings and recommendations of the compensation study underway.

Recommendation

It is recommended that the Board authorize the CEO to offer returning employees salary increases for 2020-21 based on an average 3% increase in salaries from 2019-20.

Attachments:

-Resolution

BOARD RESOLUTION 2020-02

February 4, 2020

Salary Authorization for 2020-21

A RESOLUTION OF THE BOARD OF DIRECTORS of Navigator Schools authorizing the CEO to provide salary increases up to 3% for 2020-21:

WHEREAS a preliminary 2020-21 budget was developed to demonstrate the organization's ability to provide a 3% salary increase,

WHEREAS return offers for the following year are generally provided to teachers in early April and the next Board Meeting is not until April 28, and

WHEREAS staff retention is a high priority for Navigator Schools,

RESOLVED, the CEO of Navigator Schools is authorized to provide salary increases up to 3% .

This resolution shall take effect immediately upon its adoption.

PASSED AND ADOPTED by the Board of Directors of Navigator Schools at its regular meeting held on February 4, 2020 at Gilroy Prep School in Gilroy, California.

Signature of Board Chair

Caitrin Wright

Navigator Schools, a California Nonprofit Public Benefit Corporation

The Secretary of the Corporation certifies that the above is true and copy of the resolution that was duly adopted at the dated meeting of the board of directors.

John Flaherty, Secretary

Date