



The Schools of McKeel Academy

McKeel Academy of Technology
McKeel Academy Central
South McKeel Academy

Board of Trustees Executive Committee Meeting

October 4, 2013

MINUTES

The Board of Trustees Executive Committee meeting was called to order by Chair Taylor Caffey at 12:00pm. In attendance were Taylor Caffey, Mark Thompson, Larry Ross and Stephanie Campbell via conference call.

The Chair made the motion to enter into executive session to discuss a possible litigation issue. Vote unanimously carried to enter into a closed executive session.

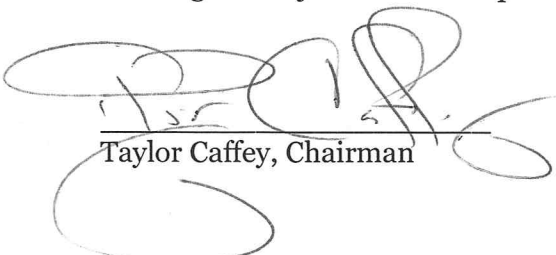
At 12:50pm, Harold Maready and Julie Ramirez were called into the meeting. The 2013-14 compensation package for the Superintendent was reviewed. The Chair asked Mr. Maready about salary comparisons between his position and positions in similar sized districts. He expressed concern about a comparison to the Polk County district having 160 schools and us only having three. **Mr. Ross indicated he believed we had researched the market when we created Mr. Maready's job** description last year. The Committee agreed the comparative information would be useful and follow-up would be done with Human Resources regarding the salary range.

Ms. Campbell questioned the change in salary between years as it appears to have decreased. Ms. **Ramirez explained the "Charter School Supplement" was simply a regular earnings class used in past** years that was no longer being used. Additionally, the current presentation of the compensation package includes FRS while past years did not. Ms. Ramirez reminded the committee that the senior administration class of employees receives a higher FRS contribution rate. The Committee commented future performance reviews would likely be done at a time other than our annual meeting. Ms. Ramirez suggested any salary increases be determined prior to the end of each school year for budgetary purposes.

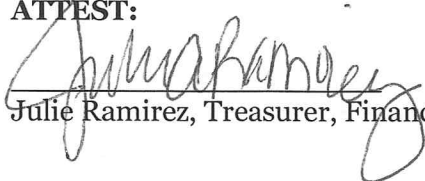
Mr. Ross moved to approve the 2013-14 compensation as presented. Mr. Caffey, Mr. Thompson and Ms. Campbell were all in favor. Motion carried.

Mr. Thompson moved to approve the \$10,000 annual contribution to Mr. Maready's annuity at Horace Mann to be paid in a lump sum annually. Mr. Caffey, Mr. Ross and Ms. Campbell were all in favor. Motion carried.

Meeting was adjourned at 1:00pm.


Taylor Caffey, Chairman

ATTEST:


Julie Ramirez, Treasurer, Finance Director