



MEMO

DATE: April 11, 2012

TO: Gene Straub, Executive Director

FROM: Teacher Compensation Task Force; Kristin Droege, Kyle Ginnodo, Jill Friedlander, Rachel Green, Scott Lenhert, Dolores Patton, John Resendez, Bethany Williams, Margaret Winnen

The Larchmont Schools Teacher Compensation Task Force was established in December 2011, comprised of two School Leaders, six Teachers and one CAO staff member. Throughout the past three months, the task force met three times to identify initial questions about compensation and benefits for teachers and conducted preliminary research about other schools and their teacher compensation structures. In order to meet the needs of a changing and growing organization, the task force discovered there is no single decision to be made about Larchmont Schools' teacher compensation framework, but rather it is important to establish a structure to allow our organization to address important questions about teacher compensation over time.

After our initial research, we realized that the LAUSD salary scale is a solid base from which to start. Our community is familiar and comfortable with this provided foundation. However, with this in mind, the task force is aware of some components of salary and benefits that do not currently reflect Larchmont Schools' values, and could be more aligned with our philosophy. Examples of these are: type of graduate degree, number of years of teaching experience, length of service years with Larchmont Schools, professional development accomplishments, national certifications, etc.

Moving forward to the next school year, we propose that Larchmont Schools take the 2-year old LAUSD salary scale, frozen in 2009-2010, and use this version of the scale for the 2012-2013 school year as a base from which to consider adaptations that better reflect the Larchmont philosophy and community over time. This strategy will provide much needed stability in these uncertain financial times. It will allow us, as a growing organization, to adapt and evolve how we compensate teachers to meet our specific organizational needs.

Also, for the long term, we propose that the Executive Director establish a Larchmont Compensation and Benefits Review Committee, consisting of at least one member from the Finance Committee, one non-Finance Committee Board member, one School Leader from each school, one representative from CAO and at least one Teacher from each campus. To begin, we suggest the committee perform a review of organizational satisfaction with the current compensation package including salary and benefits. The goal of the committee will be to provide the Board with an organization-wide teacher benefits package for the following school year annually by March 1. We understand it is ultimately the Board's responsibility to operate a fiscally sound organization and balance the budget annually by June 30. However, we also understand that the Board can not accomplish this without direct involvement and feedback from our teachers.

It is also important that the committee provide stability in our growing organization. We suggest the following focuses for the committee:

- Meet at least four times per year
- Review current salary and benefits status
- Determine areas of concern or interest in change from the community
- Make recommendations to the Board

With the formation of a committee that meets regularly, has a fully transparent decision-making process and represents our entire professional community, we trust that Larchmont Schools will continue to offer a competitive salary and benefits package and continue to demonstrate that we value our teachers.

Thank you,

Members of the Task Force Committee: Kristin Droege, Kyle Ginnodo, Jill Friedlander, Rachel Green, Scott Lenhart, Dolores Patton, John Resendez, Bethany Williams, and Margaret Winnen