

FEEDBACK ON EL 2g COMPENSATION AND BENEFITS

I find Superintendent Walker to be in compliance with all five of the Policy Provisions in the Compensation and Benefits Policy Report. Ratification of multi-year contracts with both our classified and certificated staffs illustrates a good working relationship between administration and staff. That working relationship has helped our district avoid the unfortunate strikes experienced by other school districts in Washington State.

The raising of wages for substitutes enabled our district to be competitive in hiring coverage for absent staff.

Awareness of potential fluctuating enrollment and plans for working within the budget is noted.

Respectfully Submitted, Robin Bloch

My response to the Monitoring Report:

Provision #1= All employees of Manson School District deserve the salaries paid, including our hard-working Superintendent.

Provision #4= Great job keeping the PSE staff at the same increase in salary as other staff.

Provision #5= Our business office has done a great job with the Superintendent to meet the financial needs of the district (including building a new ELC with increasing building costs).

In Compliance

Susie Fox

I find your monitoring of Executive Limitations II-2g, Compensation and Benefits to be in compliance.

* In order to attract and retain the most qualified educational experts Manson must provide better compensation than districts our size and in our geographic proximity. This is a focus on students and their best interest.

* Compensation and Benefits also play an essential role in promoting a vibrant District culture.

* Our business manager has gone beyond the call of duty to provide the Board with budget training and clarifications.

* We provide additional staff to ensure student success and must find funding pathways to enhance compensation across the board.

Respectfully,

Greg Neff

In provision #5 - Not compliant - giving a cursory review of the budget, looking at the budget with the added supports does not seem to be the case. The budget does not reflect our needs across the buildings. In addition, the budget needs to be planned and aligned with added supports that are greatly needed to have our students succeed. The budget is missing a view from an equity lens.

Aurora Flores