

**DU PAGE ELEMENTARY SCHOOL DISTRICT 13  
BOARD OF EDUCATION  
Bloomington, Illinois**

Special Meeting    September 10, 2020

**FOR DISCUSSION:**

**Subject:    Compensation Review Process**

At the regular meeting in June, an observation was shared about the manner in which non-union staff member's salary increases were determined. There have also been meetings in the past where the salary levels of personnel have also been discussed.

As I indicated at the June meeting, one of my performance goals is centered around generating a solution for this problem. Tonight, I will share the process that will be put into place and the timelines to report to the Board the results of that work. The process will be broken into several parts

- What is the current data? (October 2020)
- How does it compare to other school districts? (October 2020)
- Potential solutions for consideration (December 2020)
- Adoption of the recommendations (March 2021)
- Communication of the recommendations (April 2021)

I am happy to receive feedback based on the proposed process and to revise it, if needed.