

## **Important Compensation Plan & Enrollment Reminder - February 10, 2025 Meeting**

***The following information was communicated district-wide on February 2nd regarding upcoming agenda items:***

### **Compensation Plan Timeline Adjustment:**

- Initial review of compensation plan will be postponed from February 10th Board meeting
- Delay allows incorporation of MACS state-wide compensation survey data (available Feb 10th)
- New comprehensive plan will be finalized and implemented by March 2025
- Will maintain compliance with Board's 60-working-day directive
- Plan will account for:
  - State licensure tiers
  - Education levels
  - Additional certifications
  - Years of service at CCS

### **Strategic Enrollment Initiative (Proceeding as Scheduled):**

- Enrollment increase application presentation will proceed at February 10th meeting
- Application supported by trend data
- Aims to address current enrollment cap compliance
- Goal: Remove waitlist barriers while maintaining educational quality
- Focus on sustainable growth while ensuring authorized enrollment compliance

### **Implementation Timeline:**

- New compensation structure to be in place by March 2025
- Will affect all 2025-2026 employment agreements
- Specific Board review date to be determined upon receipt of MACS survey data

### **Key Context:**

- First MACS compensation survey in nearly four years
- Comprehensive market data will inform competitive compensation structure
- Supports both hourly and salaried staff positions
- Aligns with strategic growth initiatives

Questions regarding compensation plan and enrollment updates should be directed to Executive Director, Dr. Jenna Leadbetter.