



Human Capital Committee Meeting
March 27, 2019
Metairie Park Country Day School
7:30am
Minutes

Committee Members Attending: Paul Frantz, Julius Kimbrough, JP Hymel
Staff attending: Kate Mehok
No guests

- 7:30am Meeting begins
- 7:31am Discussion of CEO compensation. Committee wants to review additional compensation items, including 403b, life insurance/annuity, peer compensation structures who are not in TRSL, and TRSL comparison data. Kate will work with HR team to gather more data on all those topics and report next meeting.
- Group suggested that salary increase should be some combination of cost of living + performance.
- 7:50am Group reviewed CEO evaluation and format. Group agreed questions and format were good. Paul suggested board fill out evaluation after May board meeting.
- 8:10am Group discussed timeline for CEO evaluation and compensation decision. Timeline includes:
- May-Board completes survey and administers it to CMO and principals.
 - June-Governance committee member compiles responses and creates Powerpoint.
 - July-CEO completes self-evaluation
 - Early August-Governance committee meets to review CEO evaluation from board and staff, and CEO self evaluation and make a recommendation for compensation to full board
 - August retreat-Full board votes on compensation for the upcoming school year.