

# SAM Rationale for Staffing and Compensation 2018-19

This request is for the consideration of the SAM Executive Board of Directors at the May 12, 2018 Meeting.

The growth of the SAM association and interests of continuing to provide the best in member services is the basis of this request to retain the current staffing structure and market adjust the Communications Specialist Position and the Operations Manager Position based on the training, skills and experience of the persons holding those positions.

Growth of SAM the past 6 years:

- Increased membership of SAM 17.7% from 2012-13 (895 to 1053)
- Migration to MemberClicks Association Management Software to provide enhanced member opportunities for communication and use of social media, sync the business operation with the membership operation, and provide streamlined conference processes.
- Business sponsorships up approximately 127% (\$88,000 to over \$200,000) from 2012-13 requiring attention to the management of relationships with business partners while continuing to diversify and increase our business sponsorships.
- Development of the SAM Leaders Professional Learning program that has now served the professional learning needs of over 270 SAM Members since 2013-14. Direct coordination of the program growth will enhance the services to those in the program. Attention to direct fund raising to support this program is separate from the SAM business sponsorships.
- Addition of the META affiliate in 2012-13 and the continued growth and development over the past 5 years.
- Seeking more effective ways to partner with MT-PEC to provide training for school district governance teams – a potential project for 2018-19.

Enhancements that would occur retaining the current SAM staffing:

- Full implementation of the MemberClicks association management software – development of the full potential member benefits the system is capable of. Including development of a Conference App that can be used for all SAM and Affiliate conferences to enhance the conference experience.
- Enhanced development of the SAM LPLP, with additional opportunities to meet the personalized learning needs of Montana Administrators. Potential expansion of Collegial Learning Networks to include Aspiring Superintendents (Collaboration with AASA), and other ideas suggested by our members.
- Professional communications in all media formats including print, digital and social media.
- Enhanced ability to develop non-dues revenue through assigned duties to current staff.

Considerations that make a difference:

- Having highly qualified staff members who know and understand the organization and our strategic plan is valuable to the organization.
- The Helena market for association jobs is highly competitive, and thus is a constant challenge to keep the best people on our SAM Team.
- The cost of hiring new and retraining to develop the same passion for the Core Values of SAM is high, and may not generate the results near what is being accomplished right now.

For the reasons described in this document, I recommend that the SAM Board approve the hiring of the current SAM team with compensation adjustments as recommended. Pat, Gary and Kim are the right people for the SAM team and this recommendation will hopefully retain their services and enhance our ability to deliver services to our members.



Kirk Miller, SAM Executive Director

SAM Staff Compensation Adjustments Proposed 2018-19

SAM Executive Director – Kirk Miller: Increase 1.3% (\$1586) to salary of \$123,000

SAM Associate Director – Pat Audet: Increase 3.4% (\$2094) to salary of \$64,500

SAM Operations Manager – Gary Wagner: Increase 7% (\$3847) to salary of \$51,000

SAM Communications Specialist – Kim Scofield: Increase 20% (\$7000) to salary of \$42,000

Total Salary: Increase 5.2% (\$14,025.50) to \$280,500

Total Salary, Benefits, Retirement and Payroll Taxes (SAM expenditure): Increase \$19,450 to SAM Proposed Budget for 2018-19.

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