

**Report of the Personnel Committee of the Board of Directors
to the 2016 NSEA Delegate Assembly,
By NSEA Vice President Jenni Benson, Lincoln, Chair**

The Personnel Committee is a 13-member committee of the NSEA Board of Directors that meets regularly throughout the year to bring recommendations to the NSEA Board regarding personnel issues.

The Personnel Committee recommends to the Board of Directors salaries for the management employees. This includes salaries for the president, the executive director, the associate executive director, the comptroller, and for the Association's Confidential Associate Staff: the president's administrative assistant, the executive director's administrative assistant, and the associate executive director's administrative assistant. Action for continued employment of the executive director, and other management staff were taken. Salaries were set for the president and management staff and will be set for the Confidential Associate Staff in June.

The Personnel Committee was charged this year with developing a comprehensive evaluation for the executive director. The NSEA has used a survey format to collect information regarding the executive director's performance. It was determined an actual evaluation instrument and procedure was needed.

After a great deal of discussion and research the Personnel Committee chose a sub-committee to develop a new instrument timeline and procedure to evaluate the executive director. The committee was chaired by Alan Bone. Members of the sub-committee were President Nancy Fulton, Vice President Jenni Benson, NEA Director Deb Gnuse, board member Maddie Fennell and Executive Director Craig Christiansen. After several meetings and reports to the Personnel Committee the sub-committee was ready to share the new process with the NSEA board. The Personnel Committee choose four members to serve on the Executive Director's evaluation team. The process started in March and will be presented to the NSEA board in June.

In addition, the committee decided that an engagement survey should be performed next association year.

This past month the NSEA staff contract has been negotiated. The chair of the Personnel Committee was one member of the negotiations team also on the NSEA management team were Fulton, board member Alan Bone, Christiansen and Associate Executive Director Neal Clayburn.