

The Roosevelt High School Foundation
Compensation Committee

Date: February 4, 2026

Location: West Bank

Time: Immediately following the TRHS Foundation Exec Board mtg

Call to Order

The meeting was called to order by Zach Stubbs at West Bank, immediately following the regularly scheduled Exec Board meeting.

Zach reminded those present of the Foundation's confidentiality policy prior to presenting supporting information and initiating discussion.

Attendance

Zach Stubbs, Jason Egge, Dave Dykstra, Kelly Caldbeck, Joe Katelman

Current Compensation History

The Compensation Committee reviewed the Executive Director's compensation history. Chris has received an annual base salary of \$83,000 since his initial hire in August 2022. In addition, he receives a 3% employer match to his SIMPLE IRA retirement plan. No salary increases have been implemented since the date of hire.

Review of Comparability Data

Salary data from Indeed.com

Compensation data from Salary.com

Inflation adjustments calculated using the Consumer Price Index (CPI) Inflation Calculator from the U.S. Bureau of Labor Statistics

IRS Form 990 filings of comparable nonprofit foundations

Information regarding similar executive director roles at organizations of comparable size, mission, and in Des Moines

The committee reviewed and discussed the data to ensure compensation is fair, reasonable, budgeted, and not excessive.

Recommendation

The committee's recommendation is to increase the Executive Director's salary to within the range of \$93,000-\$100,000. The recommendation will be presented to the full board on February 11th along with supporting information.

Meeting Adjourned