

**BACC**  
**Board of Directors May 13, 2024 Meeting Minutes**

Due to the lack of quorum at the May 13, 2024 meeting, the BACC Board of Directors voted on the following motions via email.

**Motion #1:** To approve the Borgos Marketing Proposal, and have BACC hire Borgos Marketing to assist with both general marketing needs and the Capital Campaign fundraising efforts.

- 1st: Kate
- 2nd: Christin
- Discussion: None
- Yes: all
- Nay: None
- Abstentions: None

**Motion #2:** To approve the increase of BACC executive staff to the salaries as listed below.

Title	Recommended Annual Salary	Current Salary	Percent Increase	Cash increase	Rationale	Review
Executive Director	\$78,000.00	\$66,950	16.5%	\$11,050.00	Moving to be aligned with industry standards taking into account tenure, experience, and performance. Anchoring executive salary benchmarks on "Field: Education" and "Agency Budget: \$1M-\$2.5M	Salary rightsizing of = 13% uplift in base (\$76, 323)  Merit based pay increase of = 2.5% merit increase of adjusted base (\$1,908)  Total salary = \$78,231
Assistant Executive Director	\$68,000.00	\$56,650	20.0%	\$11,350.00		3% merit increase has already been included as of January 1, 2024.  This change is to right size salary.
Program Director	\$62,000.00	\$56,650	9.4%	\$5,350.00		3% merit increase has already been included as of January 1, 2024.  This change is to right size salary.
Additional salary increase annually				\$27,750.00		

- 1st: Kate
- 2nd: Christin
- Discussion: None
- Yes: all
- Nay: None
- Abstentions: None

The motions successfully passed as of 5/15/2024.