

UPDATE ON STATUS OF COMPENSATION PROJECT

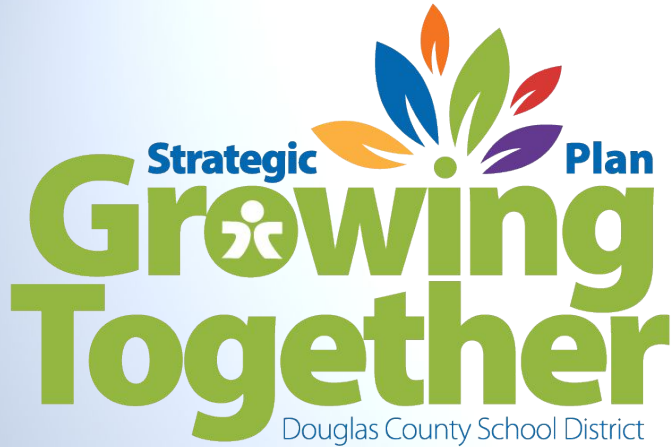
January 5, 2021



Grounding the Work

- **Board End Statement: Outstanding Educators and Staff**
 - II-A: Quality educators and staff have been recruited, developed, supported, retained and celebrated
 - II-E: Educators and staff are valued and given multiple opportunities for their voices to be heard

Grounding the Work



Strategic Plan Theme 3: Positive and Supportive Culture

Initiative 1a: Define and develop agreed upon core values, behaviors, and collective commitments.

Grounding the Work



Strategic Plan Theme 6: Recruitment, Retention and Development of High Quality Employees

Initiative 1a: Develop and recommend a predictable compensation schedule for all employee groups that acknowledges experience/longevity, knowledge, and performance. In addition, it should be easily comparable to neighboring school districts, and progressively move toward a regionally competitive pay for all employees.

Grounding the Work

April 7, 2020 Board Meeting

Pause and Suspension of Board Resolutions & Compensation Project:

- Employee Compensation and Values Resolution 12-13-2018
- Resolution Regarding Transitioning to a New Employee Compensation System 3-10-2020

Overview

School Year 2019-20

- Employee Transcripts and Experience Data
- Collaboration with Employee Council, BOE committees and employees:
 - Examined metro area district salary structures
 - Conducted market study analysis (via consultant)
 - Collected survey and input session results and sample schedule feedback
 - Licensed input sessions and Superintendent outreach meetings
- Facilitated licensed employee survey (Greenway)
- Presented various sample step and lane scenarios/options
- Developed additional sample schedules and costing
- Budgetary and enrollment impact

Next Steps

- Continue to analyze, correct, and align employee processes and expectations throughout the district (Strategic Plan- Theme 6)
- Navigate current competing academic, financial, and operational priorities related to the pandemic
 - Revision of pay system with fidelity requires fiscal sustainability over a period of years (Strategic Plan-Themes 3, 4 & 6)
 - Continued evaluation of needs in regards to assessing priorities for future funding (Strategic Plan- Theme 4)
 - Expanding upon ways to demonstrate value for employees (Strategic Plan- Theme 3)

