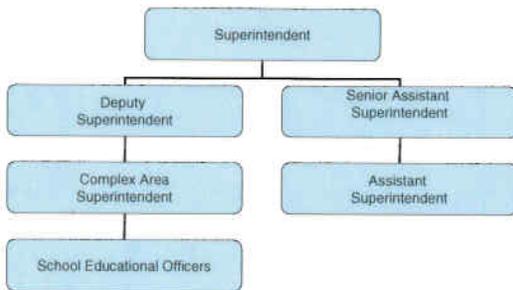


Board of Education

Human Resource Committee
 Compensation
 February 7, 2012



Leadership Position Chart



Salary Data

Position	High	Low	Median	Average
State Level Leadership*	120,000	60,000	115,000	108,400
Complex Area Level Leadership	164,500	115,000	115,000	120,500
School Level Leadership	155,800	120,000	129,100	130,500

*Excludes Salary of Superintendent

Distribution of Salary Data

Position	<115K	115-120K	>120K
State Level Leadership	1	6	
Complex Area Level Leadership		13	2
School Level Leadership			86
TOTAL	1	19	88

Distribution of EO Salary Data

Position	120 – 130K	130 -140K	>140K
Elementary	17	9	1
Intermediate	7	8	2
High School	10	12	7
Other	9	2	2
TOTAL	43	31	12

Salary Administration -Observations

- 1) Clear concerns over internal equity
- 2) Potential concerns over external equity
- 3) Lack of job evaluation system
- 4) Lack of salary administration process

Pay for Performance - Observations

- 1) No approach to connecting pay for performance
- 2) No structure to administer performance increases
- 3) Lack of contingent pay for performance program (incentive bonus)

Recommendations – Compensation Program

- 1. Internal Equity
 - a. Develop job evaluation approach
 - b. Perform job evaluation and ranking
- 2. External Equity
 - a. Market pricing study
 - b. Practice analysis
 - c. Establish pay policy
- 3. Establish Contingent Pay Program
