

**APPROVAL OF CONTRACT WITH  
MANAGEMENT ADVISORY GROUP (MAG)  
COMPENSATION AND CLASSIFICATION STUDY  
OF ADMINISTRATIVE SALARIES**

**BACKGROUND AND RATIONALE:** The District completed the process of converting to a single salary schedule in 1996. At that time the Mercer Group completed a salary and compensation study that evaluated salaries to assure both internal and external equity, as well as develop the current classified rank and step schedules. Since that time many changes occurred and a number of positions have evolved. In order to ensure that the District is classifying positions appropriately, providing for internal equity and matching external market conditions, Management Advisory Group partnering with the Hanna Resource Group (as a local point of contact) was chosen to complete a compensation and classification study for classified employees. The study focused primarily on classified (non-exempt) classifications as well as compensation and supplemental or extra duty compensation for certified and classified personnel (exempt) classifications. Additionally, the group provided some recommendations on staff alignments, reporting relationships and organization structure (at a high level). After the Audit by the State Auditor of Public Accounts it was suggested the District examine administrative salaries and Hay additives. Because of their work with Classified salaries MAG was asked to give the district a price for completing a study of administrative salaries. They have also been asked to provide a transition plan for the District.

**FUNDING:**

The scope of services outlined in the contract is priced at \$44,850.

Item	Amount	Funding Source	Measurable Impact and Expected Timeline
Management Resource Group (MAG)	\$44,850	General Fund	Classification and Compensation study to be used as part of District budget plan for 2016-17 fiscal year.

**STAFF CONTACT:** Mary Wright, Chief Operating Officer,  
Debbie Boian, Assistant to COO @ 381.4165

**REFERENCE:** 01.11 (General Powers and Duties of the Board)

**RECOM M ENDATION:**

A motion is in order to: "Approve the Contract with Management Advisory Group International (MAG)."

On motion by \_\_\_\_\_, seconded by \_\_\_\_\_, the Board approved the Contract with the Approve the Contract with and Management Advisory Group International (MAG).

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John Price, Chair

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Marlene Helm, Acting Superintendent