

# Henderson County Schools

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December 17, 2018

To: Henderson County Board of Education

From: Cindy Cloutier, Director of Finance and Jinger Carter, Director of Human Resources

Re: Salary Comparison

Earlier this year the Board of Education requested we research companies who could conduct an independent research project pertaining to our salary schedule. More specifically, it was requested that our salary schedule be compared to school districts in our immediate area in addition to Kentucky public school districts whose profile is similar to us (# of staff and students).

We have contacted three different groups and our summary of information is below:

- Baylor University - We conducted a conference call with them in September, but did not receive a formal proposal. This type of research is not something that is part of their usual repertoire. During the conversation they mentioned a minimum price of \$25,000, but said it would depend on the scope of work to determine final price.
- Hanna Resource Group - The objectives would include job description review, internal organizational equity, analysis of pay and provide a pay range analysis. They will pull data from similar districts to use as comparisons and would also research market data. They would require district involvement in the form of a committee. Estimated timeline is twelve weeks. Cost is \$28,800 for up to 108 classified positions. Additional positions would be \$300. If certified salary schedule were to also be considered, it would be an "additional investment and scoping review" to determine the price.
- Hanover Research - They require a membership for the whole district instead of a per project cost. Membership cost is \$40,000/year, but \$35,000 if we sign agreement by December 21, 2018. The objectives would include salary benchmarking, staff recruitment and retention, staff organization best practices, and aligning job descriptions. They would conduct all of the research. After this research project was complete, we could then submit other research projects as part of our yearly membership cost.

The research proposals for Hanna Resource Group and Hanover Research are included in this packet for your review. Our request is that you review the proposals and advise us of next steps in this salary comparison project.