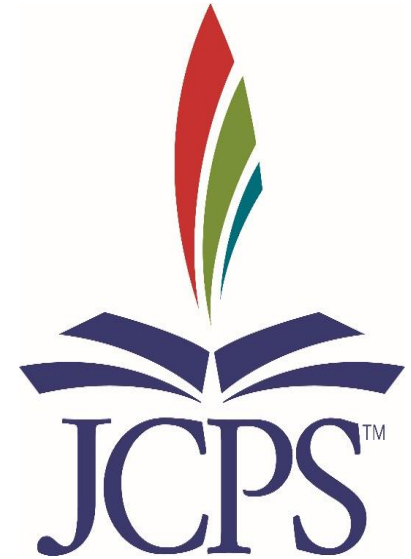


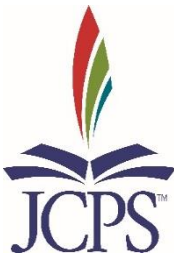
# Organizational Coherence



*Board of Education Meeting  
February 26, 2019*

# Process

- Reviewed organizational structure with Cabinet
- Met with Chiefs to consider individual departments
- Looked at peer districts' structures

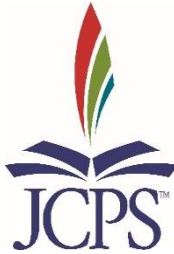


# Salary Schedule

JOB FAMILY II											
CLASSIFIED SUPERVISOR/ADMINISTRATOR SALARY SCHEDULE											
INDEX 2018-19											
Salary Grade	0	1	2	3	4	5	6	7	8	9	10
18	1.101	1.145	1.189	1.231	1.275	1.318	1.361	1.404	1.448	1.491	1.534
17	1.059	1.100	1.142	1.184	1.225	1.267	1.308	1.350	1.392	1.433	1.475
16	1.019	1.060	1.100	1.140	1.180	1.219	1.260	1.300	1.339	1.380	1.419
15	0.980	1.018	1.057	1.095	1.133	1.172	1.210	1.249	1.287	1.325	1.364
14	0.942	0.979	1.016	1.053	1.090	1.126	1.164	1.200	1.237	1.275	1.311
13	0.905	0.941	0.977	1.012	1.048	1.084	1.118	1.154	1.190	1.225	1.261
12	0.872	0.906	0.940	0.975	1.008	1.043	1.077	1.111	1.145	1.180	1.213
11	0.837	0.871	0.903	0.936	0.969	1.001	1.034	1.068	1.100	1.133	1.166
10	0.805	0.837	0.869	0.900	0.932	0.964	0.995	1.026	1.058	1.090	1.121
9	0.775	0.804	0.835	0.866	0.896	0.926	0.956	0.987	1.017	1.047	1.078
8	0.744	0.774	0.802	0.832	0.861	0.891	0.919	0.949	0.978	1.007	1.036

2017-18 & 2018-19 Salaries frozen for Classified Administrators

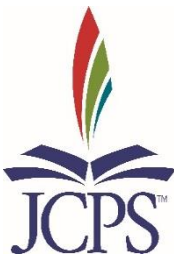
$\$447.8024 \times \text{Index} \times \text{Number of Days} = \text{Annual Salary}$



# Salary Schedule Examples

## JOB FAMILY II - ADMINISTRATOR

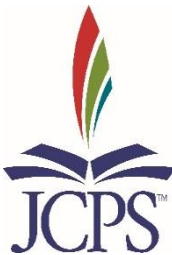
GRADE	0	1	2	3	4	5	6	7	8	9	10
12	101,525	105,484	109,442	113,517	117,359	121,434	125,393	129,352	133,310	137,385	141,227
8	86,622	90,115	93,375	96,868	100,244	103,737	106,997	110,490	113,867	117,243	120,619



# Considerations

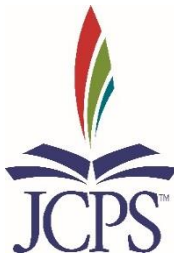
Currently 235 administrators Grade 8 and above who work 260 days

- Propose eliminating five paid holidays for Grade 8 and above administrators, including Superintendent, to align with school employees
- Review 260s to ensure organizational coherence
- Propose hiring consultant to help think through next steps on organizational coherence
- Review positions to ensure they are systemic across departments



# Human Resource Partner and Team

- Team approach to school staffing
- Each team is committed to a School Zone/Assistant Superintendent (High, Middle, Elementary Zones)
- Dedicated people from position posting to finalization of employment and beyond
- Single point of contact for Principals
- Liaison for the schools with all HR services



Questions?

