

Henderson County Schools

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To: Marganna Stanley, Superintendent
and School Board Members

From: Cindy Cloutier *C. Cloutier*
Director of Finance

Date: March 16, 2020

Re: 2020-2021 Classified Salary Compensation Study

I would first like to thank you for requesting that we conduct a salary compensation survey for our classified staff. The Hanover Group was very helpful in helping us get the data into a form that we could easily work with. Mrs. Stanley and I have been visiting each school telling them of your request and sharing the information from the Hanover report. They have been hearing the same presentation that you received in February. Both the certified and classified staff have been extremely receptive and pleased that this study was conducted, stating the value of our classified staff.

As of today, the cost to implement this project is approximately \$775,000. This cost would include the step increase based on years of experience for 2020-2021 and any movement in pay grades. It does not include needed changes to substitute rates. The plan to fund this implementation would include shifting the \$600,000 already included in the 2020-2021 Draft budget for devices to salaries. We would then take the opportunity to use restricted money to purchase our devices using a Capital Funds Request. The additional \$175,000+ could come from our contingency fund, from releasing some of our assigned funds, or generated through additional revenue in the form of the 4% tax increase.

With all of this said, I would respectfully ask that you approve our new classified salary schedule structure and all changes that have been made to move positions to comparable pay grades. We will bring the final salary schedule back for approval prior to June 30, 2020.