

KENTUCKY DEPARTMENT OF EDUCATION STAFF NOTE

Topic: Approval of Leadership Compensation Range Pursuant to HB 192 (2021)

Date: October 2021

Action Requested: ☐ Review ☐ Action/Consent ☒ Action/Discussion

Held In: ☒ Full Board ☐ Curriculum, Instruction and Assessment

☐ Finance ☐ Operations Management

SUMMARY OF ISSUE BEFORE THE BOARD:

To approve compensation ranges for Kentucky Department of Education (KDE) leadership personnel that are exempt from classified service pursuant to HB 192 (2021). These include salary ranges for Deputy Commissioner; Associate Commissioner/General Counsel; Division Director/Technical Team Lead/Executive Advisor; and Policy Advisor/Education Program Specialist/Assistant General Counsel (KBE/KDE Academic Program Manager).

APPLICABLE STATUTE OR REGULATION:

HB 192 (2021)

BACKGROUND:

Existing Policy:

HB 192 (2021), the budget bill, provides as follows regarding the employment of KDE leadership personnel

Notwithstanding KRS 18A.005 to 18A.200, the Kentucky Board of Education shall continue to have sole authority to determine the employees of the Department of Education who are exempt from the classified service and to set those employees' compensation comparable to the competitive market.

Summary of Issue:

KDE Office of Finance and Operations staff have conducted a study of leadership personnel compensation comparing KDE salaries with the salaries of comparable positions in the five (5) largest Kentucky school districts. Those districts are Jefferson County Public Schools (JCPS), Fayette County Public Schools (FCPS), Boone County Public Schools, Warren County Public Schools and Hardin County Public Schools. The study found that JCPS and FCPS positions most closely corresponded to KDE positions. Even though school district positions do not always naturally align with KDE positions, the department primarily competes with school districts for employees. The reviewed positions include: Deputy Commissioner; Associate Commissioner/General Counsel; Division Director/Technical Team Lead/Executive Advisor; and Policy Advisor/Education Program Specialist/Assistant General Counsel (KBE/KDE Academic Program Manager) positions. Based on the comparison of district and KDE


compensation, the study includes new salary ranges for the above-described positions that are comparable to the competitive market. Pursuant to HB 192 (2021), the KBE is required to set the compensation of KBE staff that are exempt from classified service. Approval of the compensation ranges will allow the Commissioner to determine leadership salary compensation based on duties, skills, experience and education. A copy of the compensation study and salary ranges is included in the KBE October meeting materials.

Budget Impact:

Approval of the salary schedules will impact KDE's budget when utilized.

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Commissioner of Education

Category:	<input type="checkbox"/> Educator Workforce Diversity	<input type="checkbox"/> Portrait of a Graduate Partnerships	<input type="checkbox"/> Racial Equity
	Commitment	<input type="checkbox"/> Student-Centered Accountability System	<input type="checkbox"/> Early Childhood <input checked="" type="checkbox"/> District Support