



FAYETTE COUNTY PUBLIC SCHOOLS

**Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item**

MEETING: Planning

DATE: 8/15/2022

TOPIC: Contract – Vendor TBD for Salaried Compensation Study

PREPARED BY: Kyna Koch

Recommended Action on: 8/29/2022

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve a contract with _____ for a compensation study for salaried employees, both certified and classified.

Background/Rationale: During the 2021-22 fiscal year, the district contracted for a compensation study for hourly employees. The results of the study were implemented in the recently approved salary schedule for 2022-21. This contract will provide similar information for salaried employees of the district. The scope of work includes appropriate compensation including a market study of like positions in our area, potential pay compression issues and solutions, an evaluation of the various work calendars and updated job descriptions.

Policy: 03.121 Certified Personnel and 03.221 Classified Personnel

Fiscal Impact: Unknown at this time

Data Considerations: Salary comparability to market area; effect on attrition rates; ability to hire qualified candidates; longevity rates for district employees.

Strategic Priority: Organizational Health and Efficiency

Attachments(s): None