



FAYETTE COUNTY PUBLIC SCHOOLS

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 11/14/2022

TOPIC: Comprehensive Compensation and Classification Study

PREPARED BY: Dr. Houston Barber

Recommended Action on: 11/14/2022
Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: No motion

Background/Rationale: In August 2022, the Board approved a contract with Evergreen Solutions, LLC, to conduct a comprehensive compensation and classification study. The scope of work in the contract includes 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. A representative from Evergreen Solutions will virtually provide an update on the contract and answer any questions the Board may have about the process.

Strategic Priority:

- Student Achievement Diversity, Equity, Inclusion & Belonging
- Highly Effective & Culturally Responsive Workforce
- Stakeholder Engagement & Outreach Organizational Health & Efficiency

Data Considerations: FCPS salaries versus market; recruitment and retention; salary parity.

Policy: 03.121 Salaries (Certified) and 03.221 Salaries (Classified)

Fiscal Impact: Unknown

Attachments(s): Evergreen Update Presentation