



FAYETTE COUNTY PUBLIC SCHOOLS

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Regular

DATE: 4/24/2023

TOPIC: Comprehensive Compensation and Classification Study

PREPARED BY: Dr. Houston Barber

Recommended Action on: None
Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: None

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, as well as selected districts outside our state, 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 a final report of their findings.

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

Fiscal Impact: To Be Determined

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

Strategic Priority: Organization Health and Efficiency

Attachments(s): Final Report