

The
Employee
Engagement
Update for the
Feb. 24th
Board
Meeting





LDHAM COUNTY SCHOOLS

Ignite Passion. Experience Excellence.



Students

Engage *Demonstrate ownership of learning*

Empower *Seek opportunities and recognize self-worth*

Elevate *Strive for continuous improvement*



Employees

Engage *Collaborate to ensure student success*

Empower *Capitalize on strengths to support others*

Elevate *Grow. Serve. Lead.*



Family & Community

Engage *Partner to ensure student success*

Empower *Support students' educational experiences*

Elevate *Promote and enhance Oldham County Schools*





STUDENTS



EMPLOYEES



FAMILIES



COMMUNITY

We have a plan...

- Strategic Planning
- Budget
- Curriculum
- Specialized Programming
- Engagement
- Recruitment
- Project Planning

Why Not OCS?



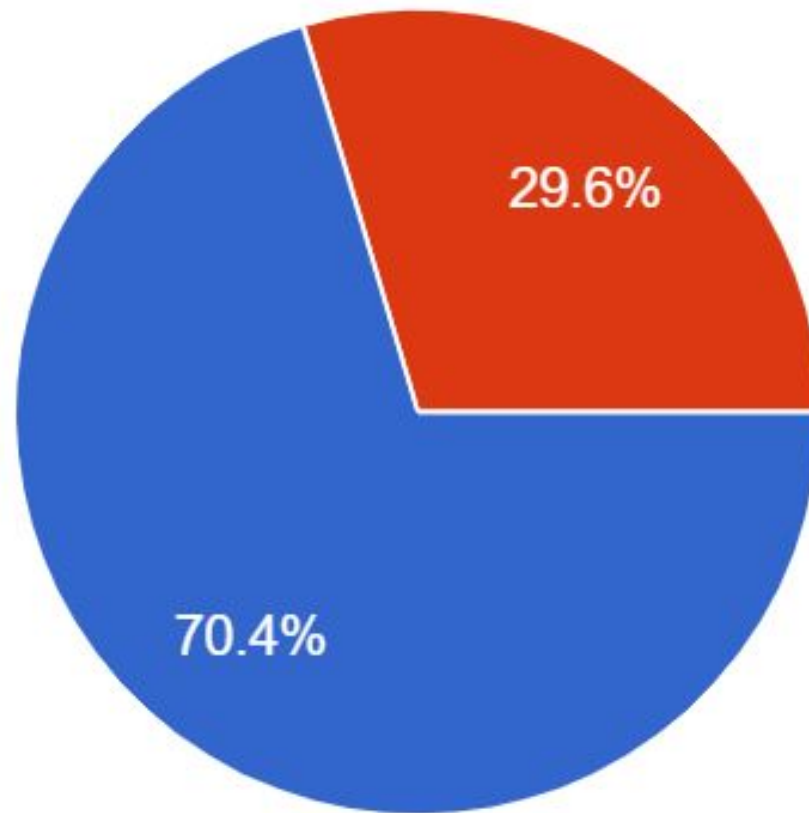
Your Voices Matter...

Oldham
COUNTY SCHOOLS

Please select your job type:

983 responses

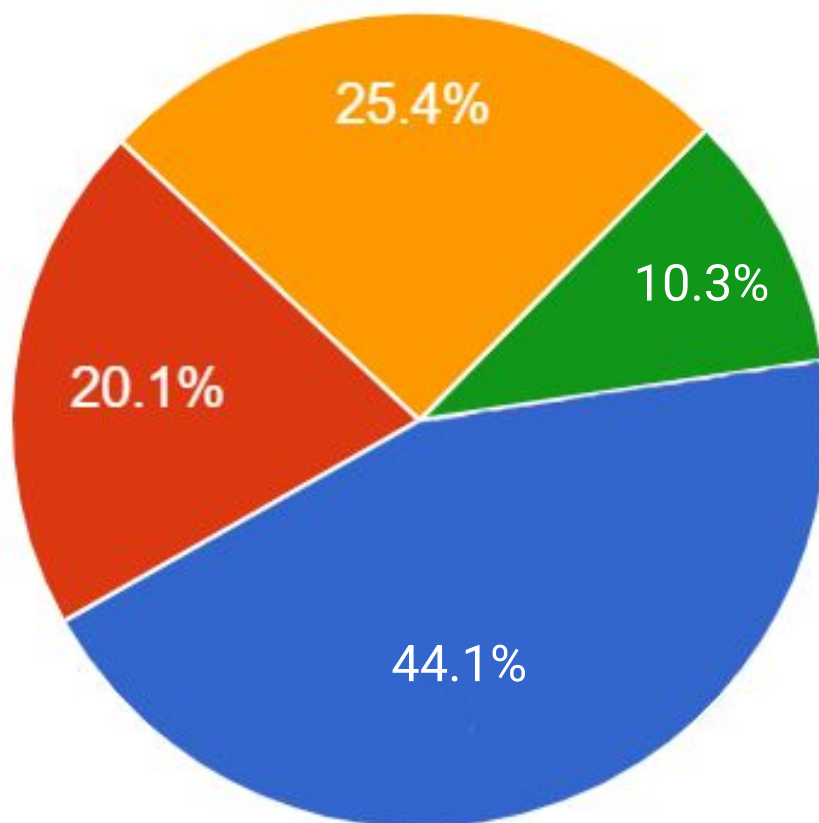
- Certified Staff
- Classified Staff



Please select your level:

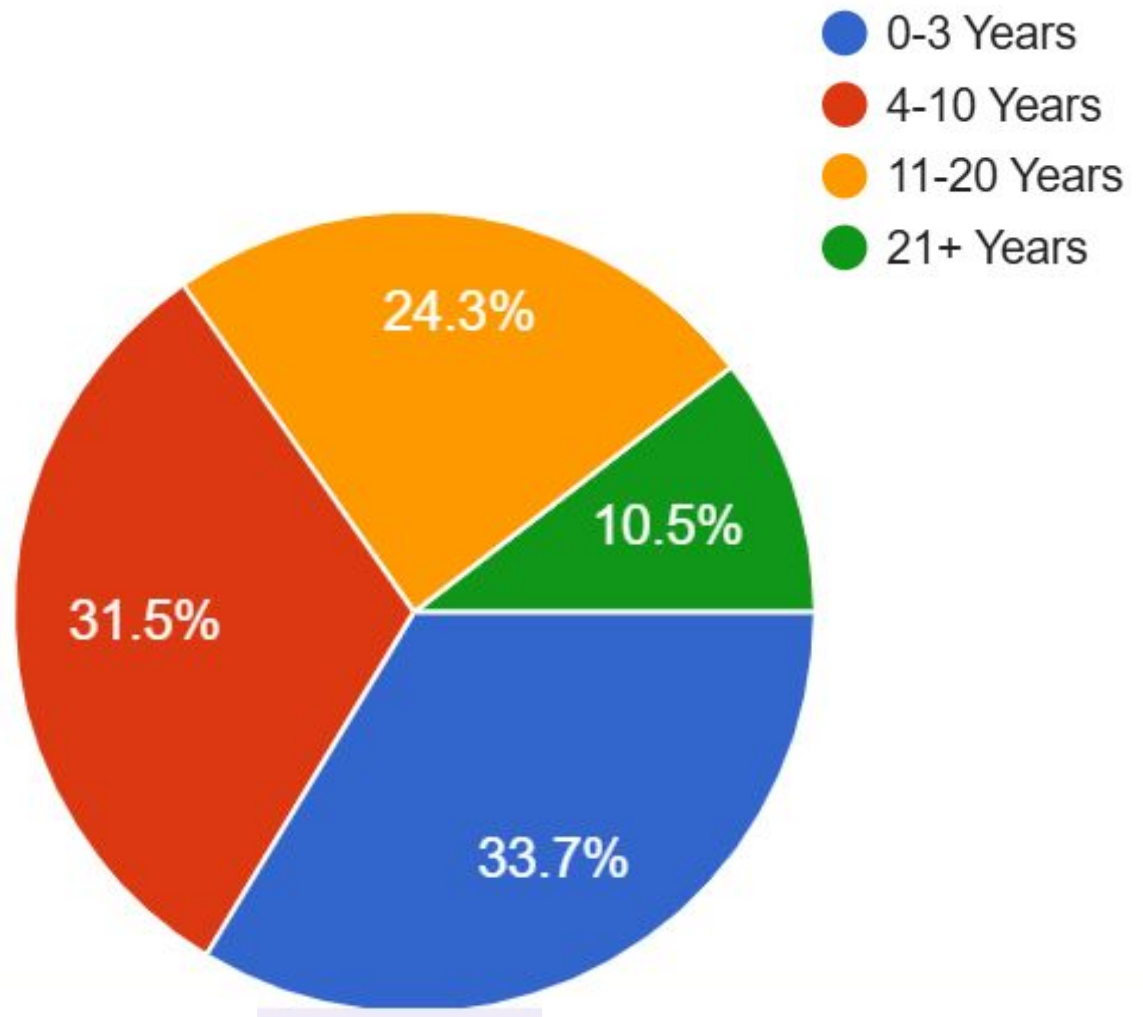
983 responses

- Preschool / Elementary School
- Middle School
- High School
- District Office/Support Staff



Please select your years of service in Oldham County

983 responses





VectorSolutions™

Vector Training, K-12 Student Edition



Vector Solutions™

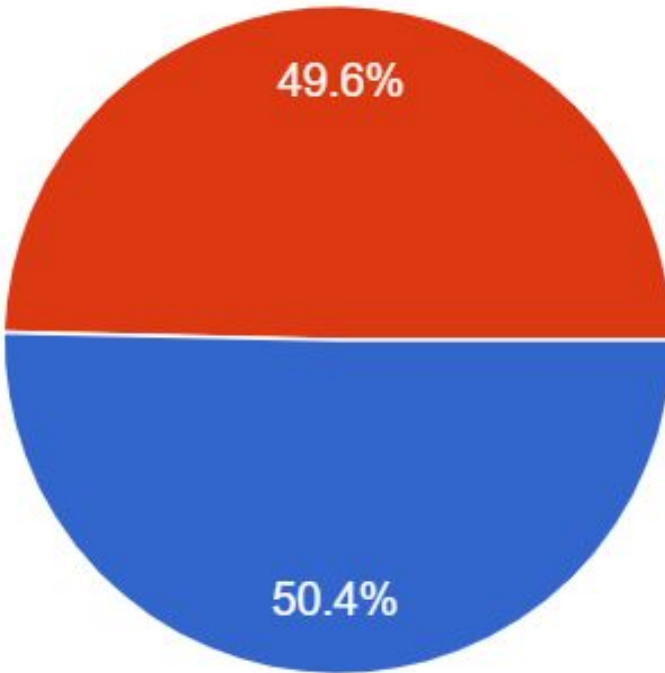
Vector Training, K-12 Student Edition

AUGUST 2024						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Did you complete your required Safe Schools (Vector) training on the Teacher Work Day?

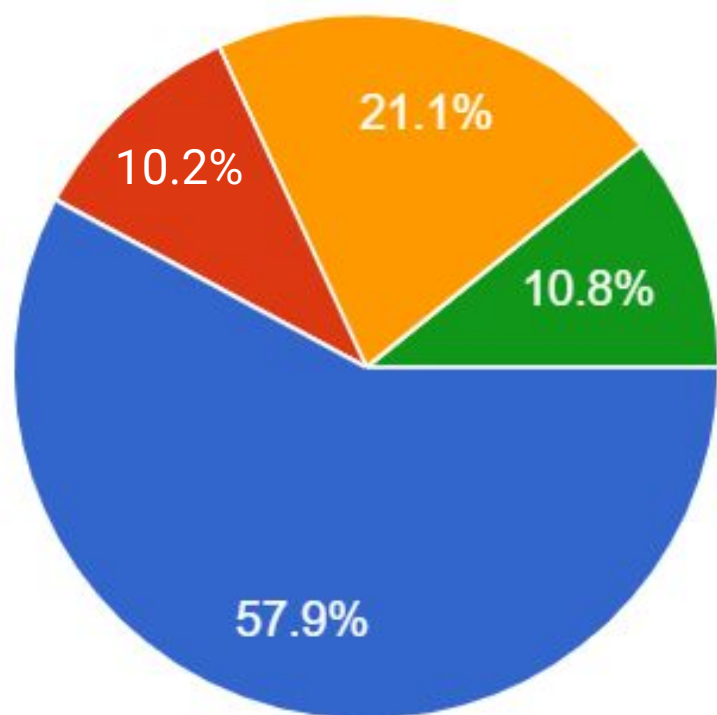
983 responses

- Yes, I completed the training on the designated day
- No, I completed the training on my own time



- Option 1: Maintain the current system
- Option 2: Convert all five days into traditional teacher work days
- Option 3: Move Vector day to before the start of school
- Option 4: N/A This does not apply to my position

3 options for organizing Teacher Work Days.



● Option 1: Maintain the current system

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Key Board Actions

What are the 5 most effective board actions to improve Oldham County Schools as a whole?

- ☐ Three-Year 12% raise / \$2 per hour increase
- ☐ Stipends raised to \$2,000 / \$1,000
- ☐ Paid leave for new parents
- ☐ Dedicated day for safe schools training
- ☐ Major improvements to buildings and grounds
- ☐ Fixed classification system for staff experience (Private sector experience counts equally as school district work experience)
- ☐ Immediate rank changes / No pay cut for staff seeking advancement
- ☐ Free student tuition for staff families
- ☐ Use of Non-Traditional Instruction (NTI) days
- ☐ Creating a district strategic plan

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Key Board Actions

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#1 Three-Year 12% raise / \$2 per hour increase **97.1%**

#2 Stipends raised to \$2,000 / \$1,000 **75.9%**

#3 Use of Non-Traditional Instruction (NTI) days **60.6%**

Key Board Actions

What are the 5 most effective board actions to improve Oldham County Schools as a whole?

#1 Three-Year 12% raise / \$2 per hour increase **97.1%**

#2 Stipends raised to \$2,000 / \$1,000 **75.9%**

#3 Use of Non-Traditional Instruction (NTI) days **60.6%**

#4 Paid leave for new parents **43.6%**

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#2 Stipends raised to \$2,000 / \$1,000 **75.9%**

#3 Use of Non-Traditional Instruction (NTI) days **60.6%**

#4 Paid leave for new parents **43.6%**

#5 Major improvements to buildings and grounds **41.2%**

Your Voice Matters

(983 respondents)



Salary and Compensation...

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Workload and Planning Time

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*"I would like to see a effort to manage workflow. Teachers have **a lot of people asking a lot of us** and it is often overwhelming."*

Facilities and Resources

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Staffing & Support

"We are short-staffed in certain departments of our school, which puts more stress on the teachers who remain..."

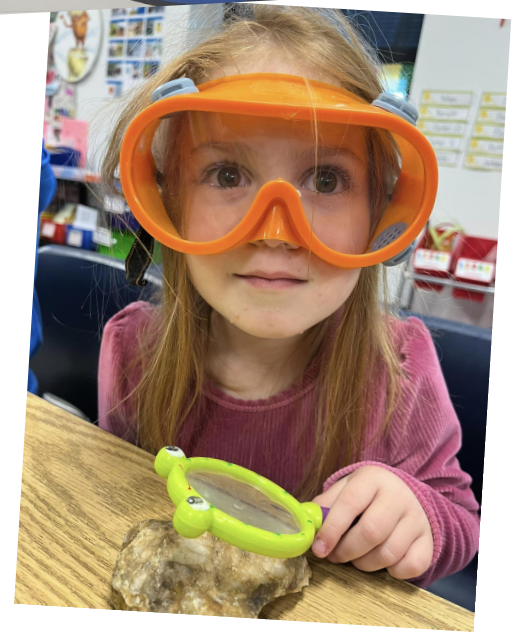
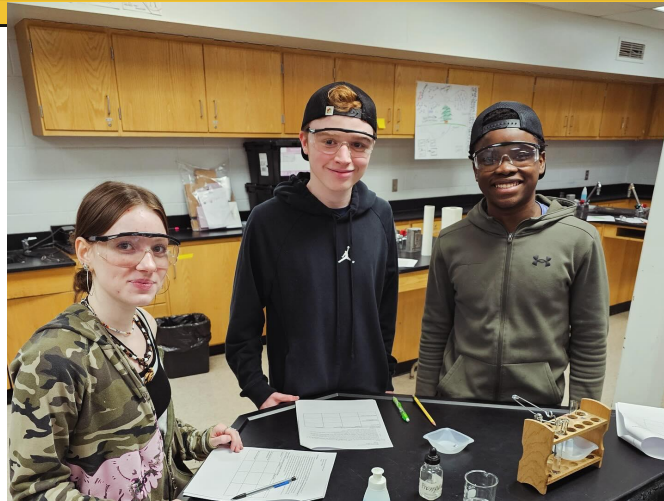
District Leadership and Communication

"Thank you for gathering staff feedback! I appreciate that you all want to hear our voices, and it is evident that you take our feedback and turn it into action. We are grateful for the positive changes!"

Themes of Opportunity

- Salary
- Workload
- Resources
- Support
- Communication

Opportunities Ahead...



Closer Look: Budget Summary and Review FY 2024

FY 2025 Overview:

Winter 2024 Newsletter

- Revenues reported at 10% over budget
- Expenses under budget by 4.6%
- OCS has increased salaries 12% + stipends over three years
- Tax rates remained flat

*What is the cost of a 1%
certified raise?*

2024-25 - \$540,000

2025-26 - \$600,000

Investigating classified employees pay raises...

- What would a \$1 raise for all classified cost?
 - Roughly \$855,165
- What would a \$2 raise for all classified cost?
 - Roughly \$1,710,330

Certified salary proposals...

What would a percentage (%) raise look like for only certified staff?

1% = \$600,000

2% = \$1,200,000

3% = \$1,800,000

4% = \$2,400,000

5% = \$3,000,000

5% + \$2

\$4,710,330

Additional
Salary
Expense

Facility Projects: Now Starting & In Design

- Buckner ~~Alternative~~ High School
- La Grange Elementary
- Performing Arts Center
- South High School
- OCHS Core Renovation
- Campus Beautification & Playgrounds

Right Track / Wrong Track



