

TO:	Board of Education
CC:	Thomas Tucker Tamra Taylor
FROM:	Amanda Thompson, Chief Human Resources Officer
DATE:	September 4, 2018
RE:	Update re Compensation Structures

Directors –

The following memo is an update regarding our compensation structures and pay associated with our evaluation process. Overall, through ongoing feedback of our Employee Council paired with historical feedback from our employees, it is recommended that we examine our compensation structure for licensed staff and salary ranges of all employee groups. Specifically,

- In SY 2017-18, differentiated pay for performance was suspended for employees who were evaluated under CITE and LEAD rubrics. Reason being, that during SY 2017-18, changes to the CITE and LEAD rubrics underwent revision and implementation of the revised rubrics. In order to allow conversations to occur and implementation of the rubrics as both evaluators and those being evaluated, it was important to allow these conversations and processes to take place absent the pressure of pay.
- It is recommended to continue to suspend differentiated pay based on evaluation for licensed employees, in addition to expanding the suspension to include all employee groups for SY 2018-2019. Employees will be notified of this information via their supervisors this fall.
- Additionally, we will continue to examine our licensed compensation structure as a continuance of last year’s work through Employee Council. Our study would include gathering feedback from not only our Employee Council, but utilize our members to gather specific input from each of our regions on our licensed compensation structure.
- Inclusive of our work would be to gather information regarding other licensed compensation structures both across Colorado and nationally. This would include the cost analysis to move from our current structure to other structures.
- It is also necessary to continue to understand the scope of pay for our employees in relation to surrounding Metro area districts via a market analysis. This market study is available via an Oehms study. This is the best source of salary information along the front-range and other parts of Colorado. It would include statistical data as opposed to anecdotal data regarding salary.
- Information from our research would be provided along with recommendations in a future presentation.

I am happy to answer any questions you may have about this memorandum or the presentation itself.