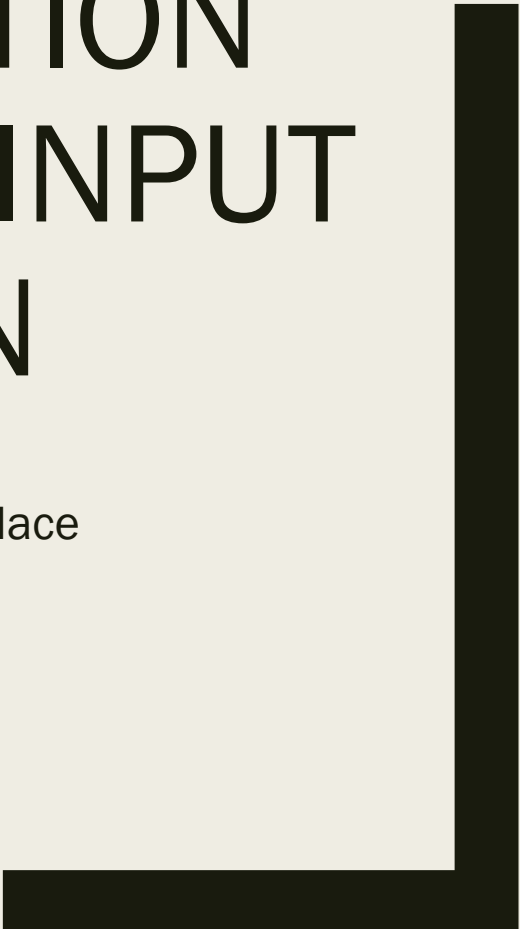




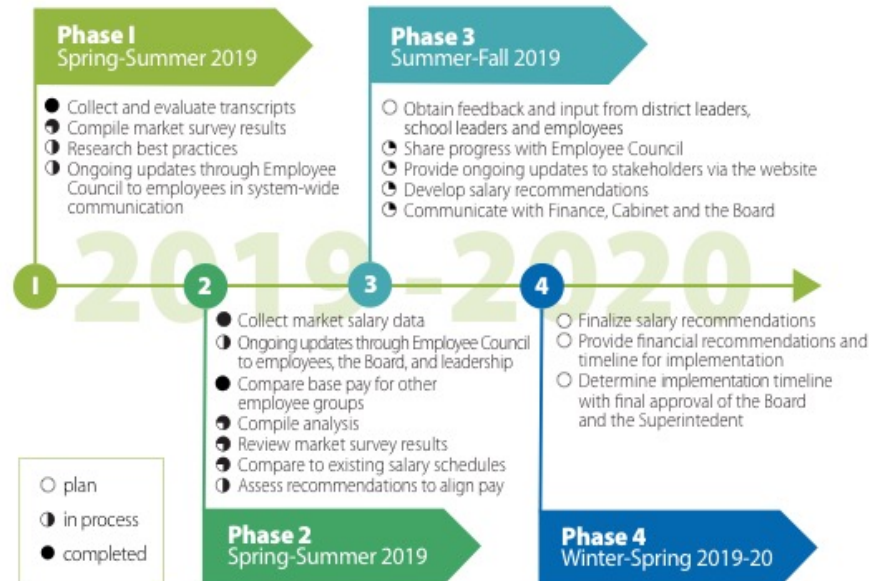
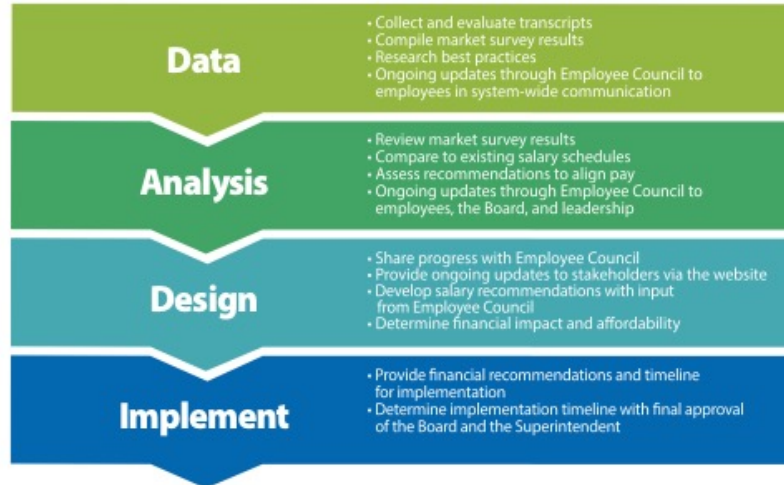
COMPENSATION UPDATE AND INPUT SESSION

Analysis of the competitive marketplace





Compensation Process & Timeline



Project Outcomes to Date

- Completed detailed salary survey of benchmark Administrator and Professional Technical positions
- Completed detailed salary survey of benchmark Classified positions
- Compiled salary schedule comparison of Teacher base pay (effective 2019-20)
- Used results of transcript analysis to determine Certified average pay for education and years of experience (in process through Labor Day)
- Plotted Certified average pay and in comparison to average pay and specific district pay in competitive market place

The Market Survey Process and Results

- Who did we survey?
 - *Other employers with whom Douglas County competes for employees*
 - *Employers based on district location*
 - *Other organizations similar to ours*
 - *Locality of where we recruit employees*

The Market Survey Process and Results

- Peer Districts:
 - *Westminster 50*
 - *Adams Five Star Schools*
 - *Aurora Public Schools*
 - *Boulder Valley School District*
 - *Cherry Creek Schools (will publish after Board approval in September.)*
 - *Denver Public Schools*
 - *District 11 Colorado Springs*
 - *Jeffco Public Schools (expect to ratify this week)*
 - *Littleton Public Schools*
- Private/Public Sector Organizations (when applicable)

Salary Schedule Analysis - Teachers

- Compiled analysis of salary schedules effective July 1, 2019
- Analyzed schedules to identify trends – as of August 15th
- Determined distribution of DCSD employees by education level and experience – excludes Specialist and Hard to Hire positions
- Compared DCSD average pay to the equivalent step/lane in competitive market – excludes Specialist and Hard to Hire positions

Trend Analysis - Steps

<u>Steps</u>	Minimum	Maximum
Boulder Valley Schools	5	16
Adams County School District 50	5	15
Littleton Public Schools²	9	37
Cherry Creek Schools	10	15
Denver Public Schools	20	20
District 11	13	22
Adams Five Star Schools¹	30	30
Aurora Public Schools	42	42
Jefferson County Public Schools		

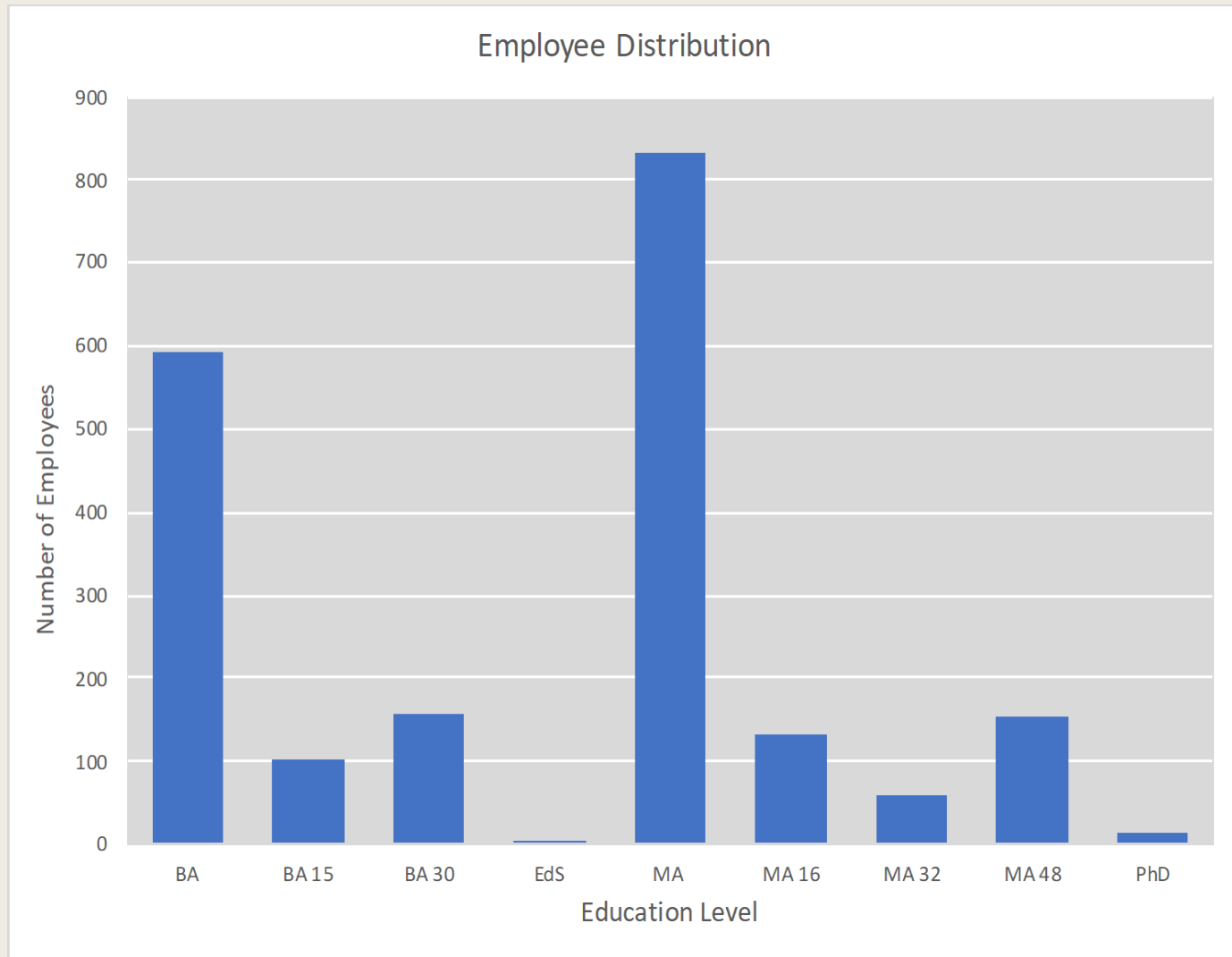
Trend Analysis - Lanes

SEMESTER HOURS	0	15	30	Other	Other			
Adams County School District 50	BA	BA+15	BA+30	BA+45				
Adams Five Star Schools ¹	BA	BA+20	BA+40	BA+60	BA+80			
Aurora Public Schools	BA	BA+15	BA+30	BA+45				
Boulder Valley Schools	BA	BA+12	BA+24	BA+36				
Cherry Creek Schools	BA	BA+15	BA+30					
Denver Public Schools	BA	BA	BA+18					
District 11	BA	BA	BA+16					
Jefferson County Public Schools	BA							
Littleton Public Schools ²	BA	BA	BA+20	BA+40				
TOTAL COMMON	9	3	3	1	1			

SEMESTER HOURS	0	15	30	45	60	DOC	Other	Other
Adams County School District 50	MA	MA+15	MA+45	MA+60	MA+60	DOC	MA+75	MA+90
Adams Five Star Schools ¹	MA	MA+20	MA+40	MA+60	MA+80	MA+80	MA+80	
Aurora Public Schools	MA	MA+15	MA+30	MA+45	MA+60	DOC	MA+75	
Boulder Valley Schools	MA	MA+12	MA+24	MA+36	MA+60	PhD		
Cherry Creek Schools	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+75	
Denver Public Schools	BA+36/MA	BA+36/MA	MA+18	MA+36	MA+54	DOC		
District 11	MA	MA	MA+16	MA+32	MA+48			
Jefferson County Public Schools								
Littleton Public Schools ²	MA	MA+15	MA+30	MA+45	MA+60	MA+90/DOC	MA+90/DOC	
TOTAL COMMON	7	4	3	3	5	5	3	

¹ Quarter hours

Teacher Distribution by Level/Years

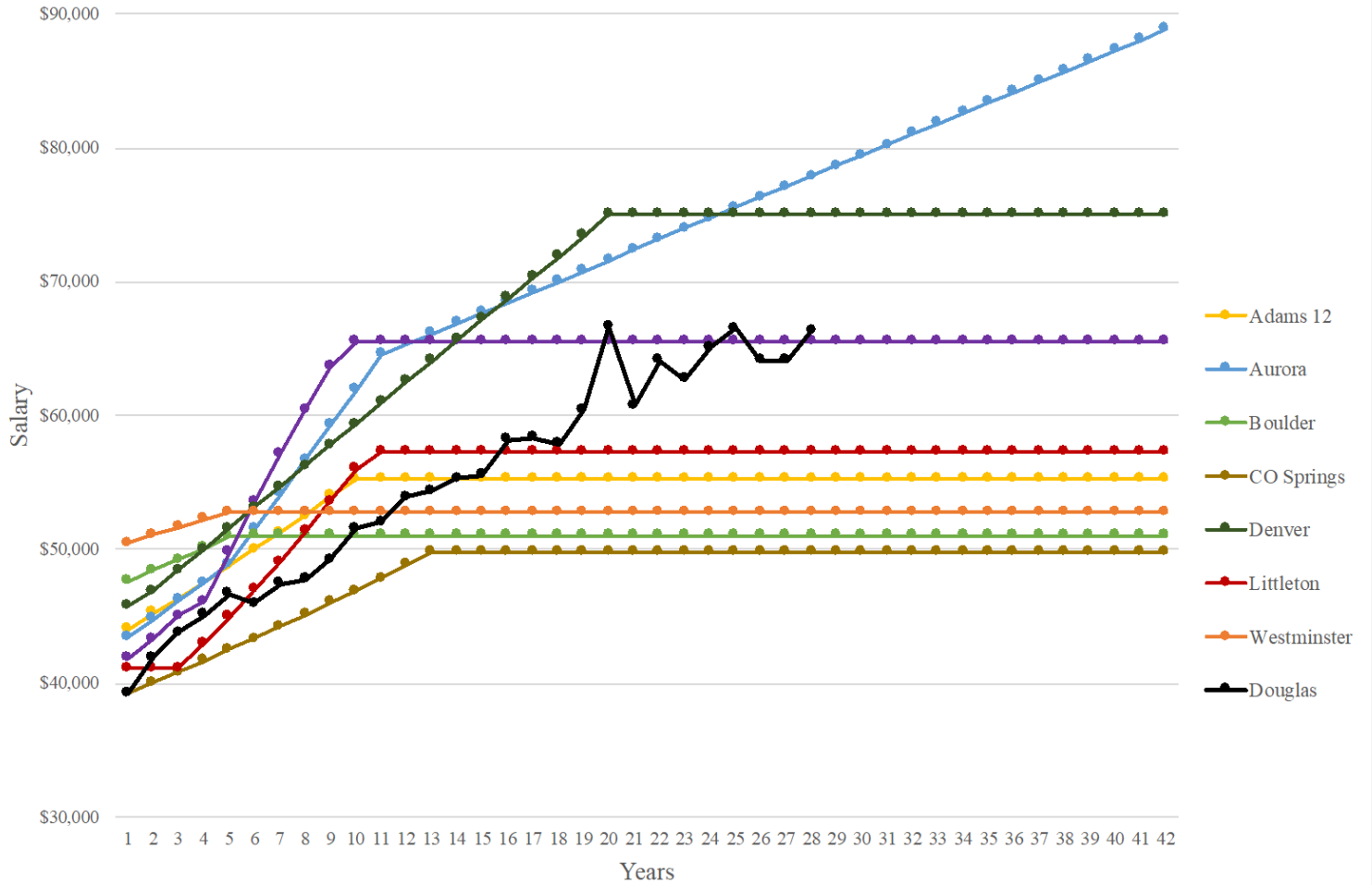


SALARY SCHEDULE ANALYSIS - BA

BA				
Years	Market Avg.	DCSD Avg.	% Difference	Count
0	\$42,719	\$39,266	-8.1%	30
1	\$44,165	\$41,894	-5.1%	38
2	\$45,199	\$43,776	-3.1%	50
3	\$46,452	\$45,078	-3.0%	40
4	\$48,094	\$46,675	-3.0%	29
5	\$49,803	\$45,993	-7.7%	43
6	\$51,527	\$47,481	-7.9%	42
7	\$53,202	\$47,728	-10.3%	35
8	\$54,929	\$49,220	-10.4%	17
9	\$56,440	\$51,569	-8.6%	23
10	\$57,348	\$52,028	-9.3%	15
11	\$57,818	\$53,895	-6.8%	17
12	\$58,290	\$54,356	-6.7%	19
13	\$58,765	\$55,319	-5.9%	15
14	\$59,101	\$55,534	-6.0%	16
15	\$59,436	\$58,183	-2.1%	15
<i>average =</i>			-6.5%	

BA Comparison

Draft as of 8.19.19

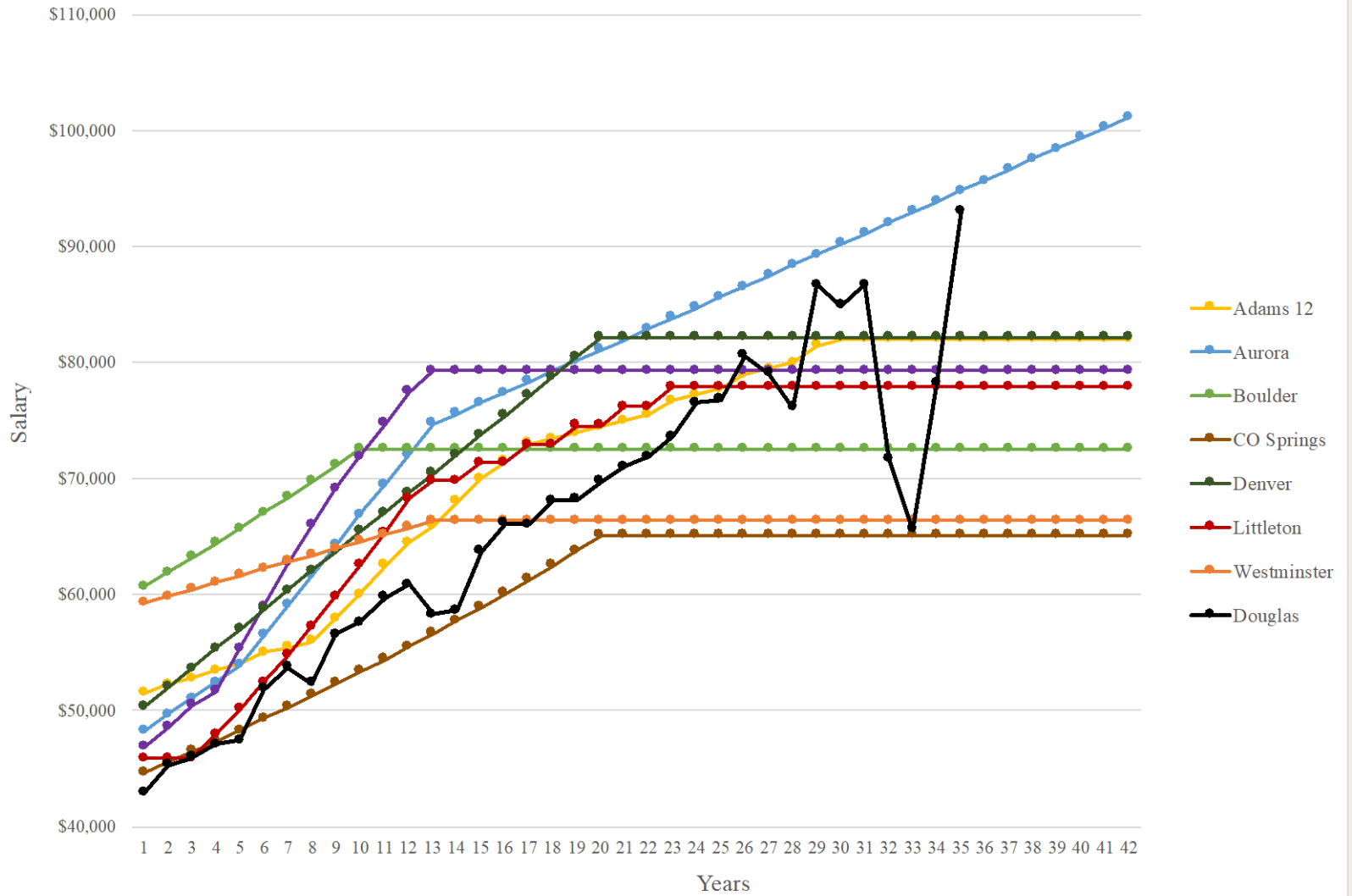


SALARY SCHEDULE ANALYSIS - MA

MA				
Years	Market Avg.	DCSD Avg.	% Difference	Count
0	\$49,756	\$42,935	-13.7%	24
1	\$50,845	\$45,290	-10.9%	23
2	\$51,933	\$45,983	-11.5%	18
3	\$53,263	\$47,130	-11.5%	21
4	\$54,931	\$47,436	-13.6%	24
5	\$56,860	\$51,832	-8.8%	43
6	\$58,740	\$53,775	-8.5%	42
7	\$60,203	\$52,372	-13.0%	47
8	\$62,648	\$56,587	-9.7%	28
9	\$64,678	\$57,640	-10.9%	27
10	\$66,595	\$59,745	-10.3%	40
11	\$68,464	\$60,857	-11.1%	37
12	\$69,932	\$58,281	-16.7%	40
13	\$71,474	\$58,684	-17.9%	38
14	\$71,795	\$63,687	-11.3%	34
15	\$72,547	\$66,102	-8.9%	56
16	\$73,527	\$66,019	-10.2%	33
17	\$74,144	\$68,163	-8.1%	31
18	\$74,819	\$68,234	-8.8%	29
19	\$75,621	\$69,721	-7.8%	27
20	\$76,058	\$71,073	-6.6%	15
21	\$76,260	\$71,870	-5.8%	20
22	\$76,814	\$73,644	-4.1%	21
23	\$77,016	\$76,537	-0.6%	5
24	\$77,217	\$76,790	-0.6%	18
average =			-8.7%	

MA Comparison

Draft as of 8.19.19



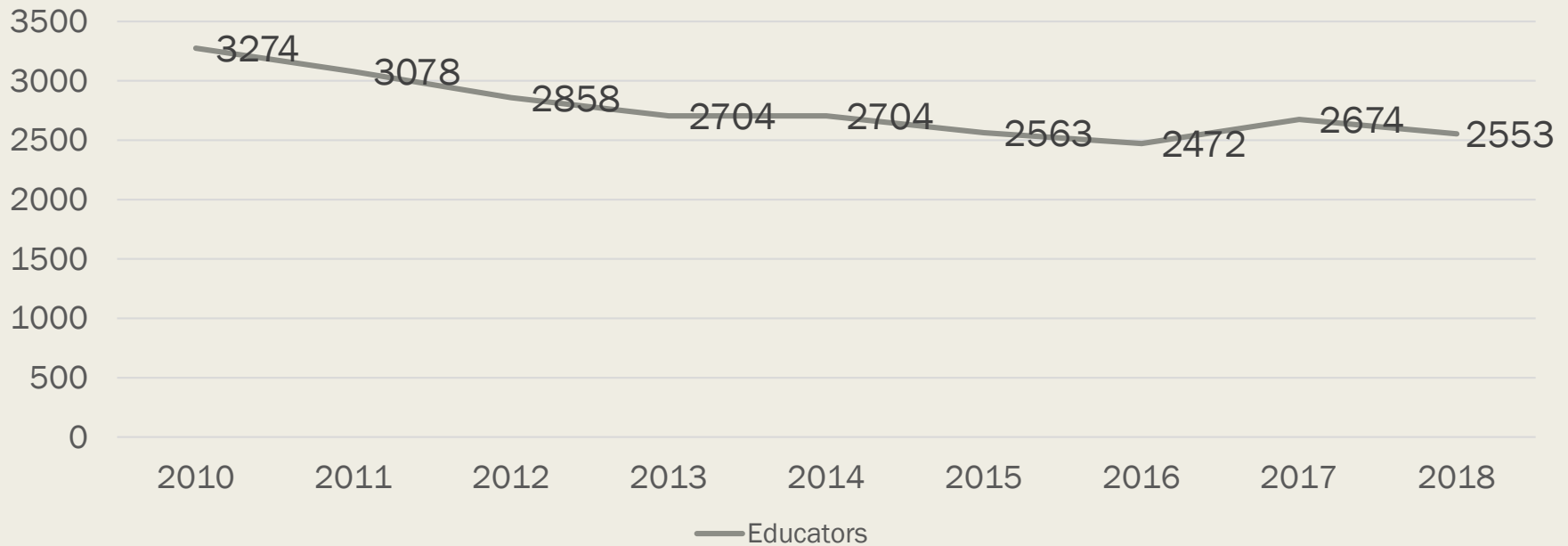
Future Collective Decisions - Licensed

- Starting pay
- # of steps and lanes
- Step progression percentage (and affordability)
- Hard to fill and Specialist positions
- Longevity (to compete with other districts)
- How to handle gaps (below and above)
- How to credit experience (future hires)

Recruitment and Retention Challenges

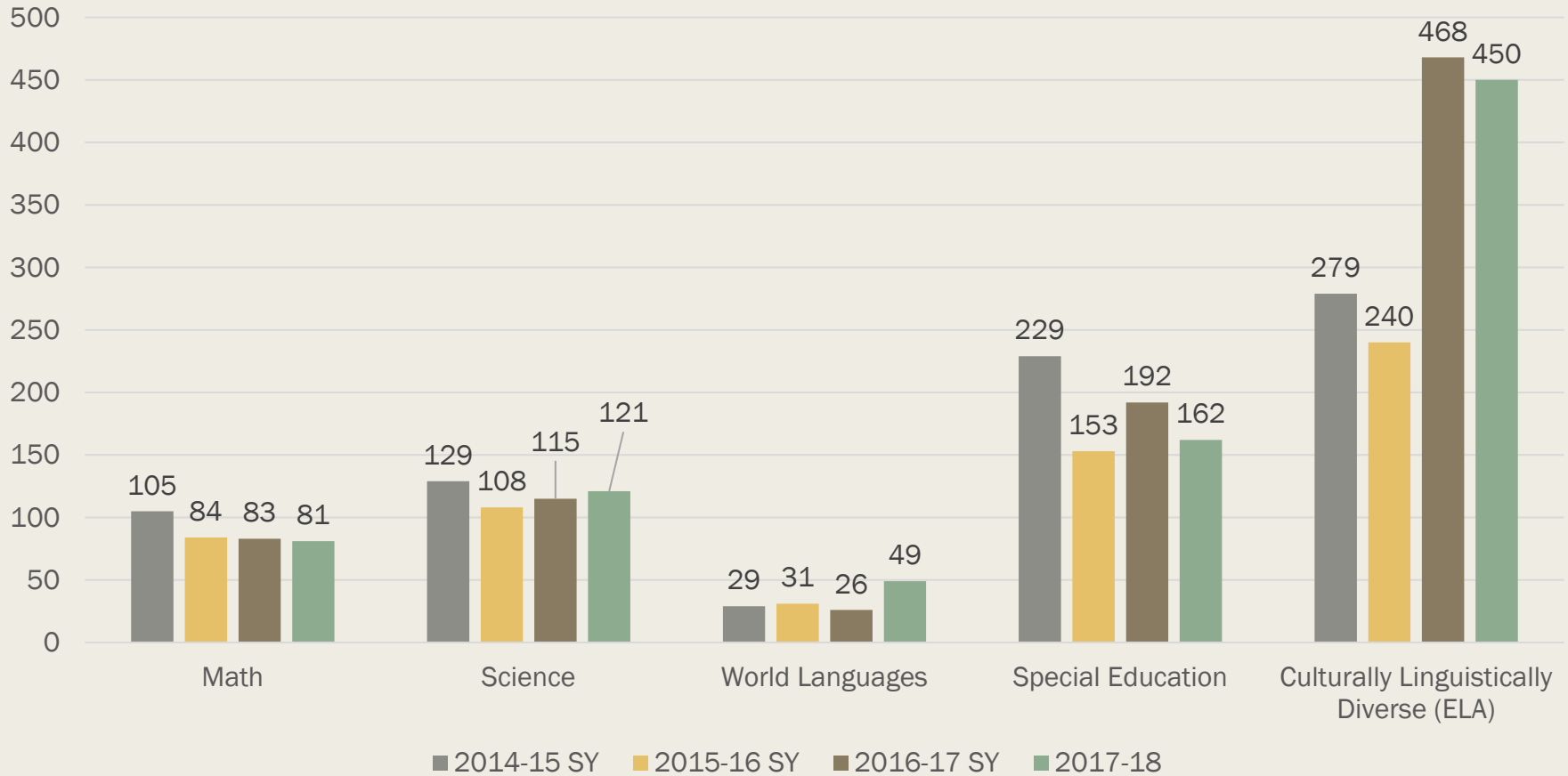
- Math teachers less than 90 in state

Educator Preparation Completers



Data shows a 20% decline in completers from 2010-2017

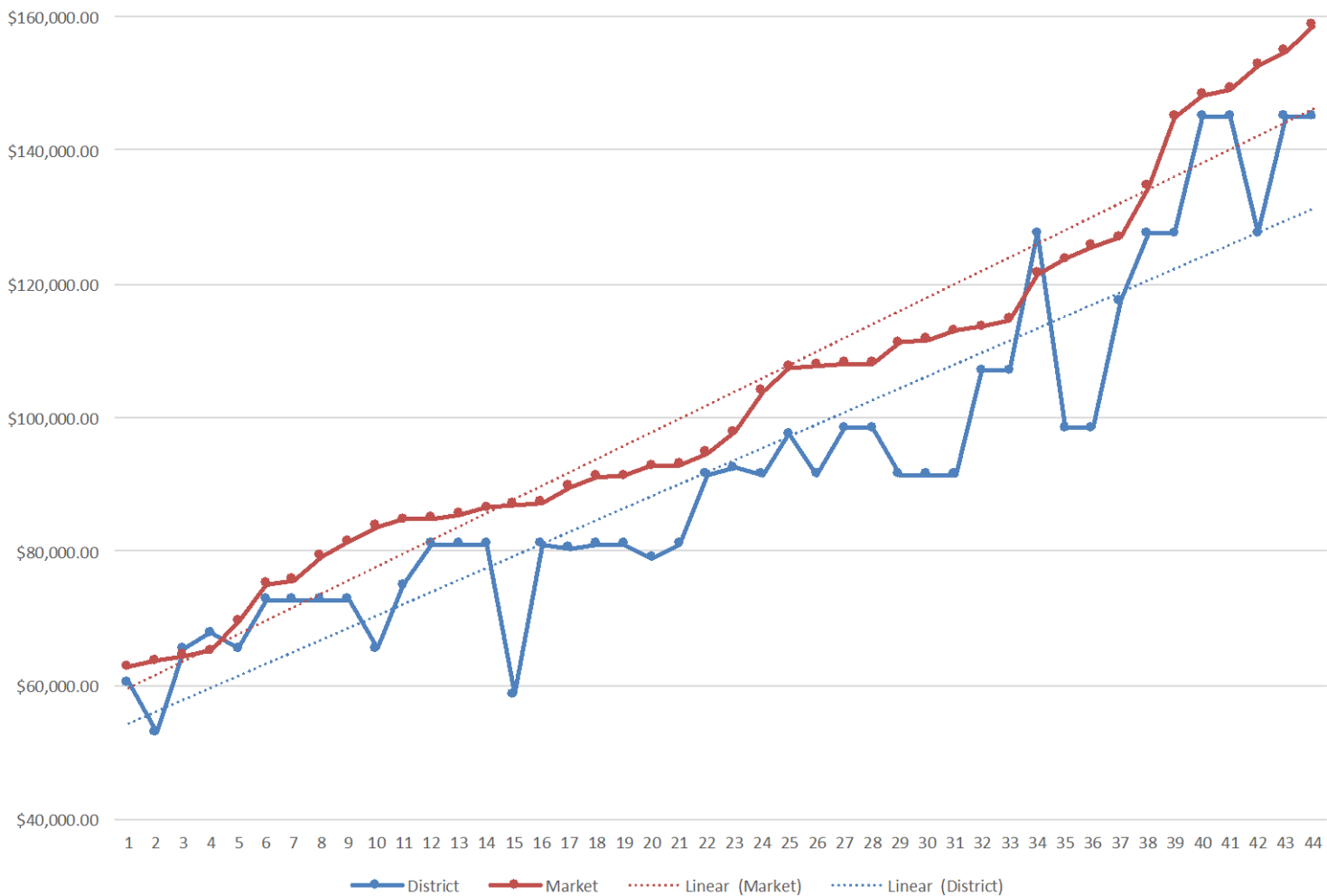
Educator Preparation Completers in Colorado (Hard-to-Fill)



Salary Schedule Analysis – Admin PT

- Selected pay points for comparison based on “benchmark positions”
- Compared salaries to a defined group of districts and employers
- DCSD pay is below the market by an average of -9.7% at mid-point
- Building administrator positions are behind the market ranging from -5.5% to -11.5% compared to market midpoint

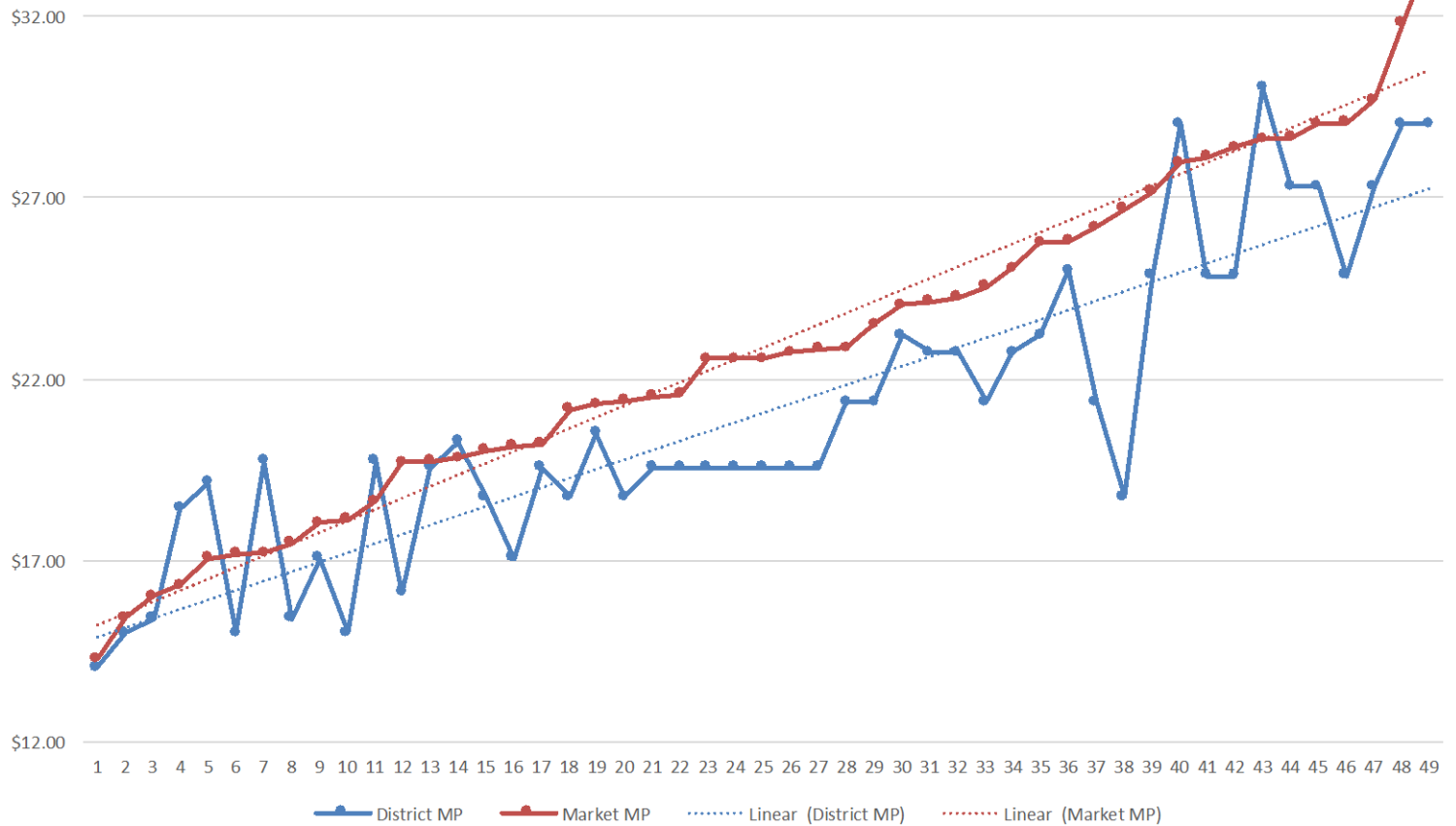
Administrator & Professional Technical - Midpoint Comparison



Salary Schedule Analysis – Classified

- Selected over 60 pay points for comparison based on “benchmark positions”
- Compared salaries to a defined group of districts and employers
- DCSD pay is below the market by an average of -7.3% at mid-point

Classified Positions - Midpoint Comparison



Next Steps

- Confirm years of service and educational credit for licensed personnel (finalize by end of Sept)
- Collaborate with and gather input from Employee Council
- Provide communication updates via the website, employee emails in collaboration with Communications and Employee Council
- Finalize metro area salary survey and analysis and present to Board and Cabinet
- Collectively design pay scale options for licensed staff
- Host regional feedback sessions for all licensed staff to gather input (sessions begin in late Sept)