

Handout #4
Item #4.20

EMS Compensation Study results and relationship to Superintendent Salary

5-22-18 YCOE mtg

- ⇒ EMS study was conducted in 2016-17 at the request of the Classified unit
- ⇒ Job descriptions were reviewed in an extensive process to rate the complexity of each position (education required, experience, responsibility)
- ⇒ Job descriptions were then ranked for placement on the salary schedule
- ⇒ There were recommendations (to increase or decrease salary due to market, reclassify or change titles) for all units, but it was found overall that YCOE was competitive for Classified and Certificated units
- ⇒ Management and Executive management were not found to be competitive, with salaries between 5% and 16% below market (based on 16-17 market rates)
- ⇒ The study has been implemented for all bargaining units starting in 18-19. Subsequent to implementation for units, Management and Executive Management were provided with implementation of the study which resulted in the following salaries (also included in these salaries are two year's worth of salary increases):

Deputy Superintendent \$160,480

Associate Superintendent \$149,022

Assistant Superintendent \$141,841

Other Information

- ⇒ Current Superintendent Salary is \$172,550
- ⇒ Difference between 18-19 Deputy Superintendent salary and Superintendent salary is \$12,070
- ⇒ Applying the past two year's salary increases to the EMS study recommendation for Executive Management (to reflect market) would have yielded \$167,670 for the Deputy position, which is only \$4,880 below current Superintendent salary