

Salary Study Data

Board of Education Meeting
February 28, 2013

CSIP Alignment

To recruit, attract, develop and retain highly qualified staff to carry out the district mission.

Process of Investigation

- Salary information was collected from thirteen local school districts and compared to each job position.
- Data Sources:
 - MSBA annual compensation survey
 - EMS study commissioned by the district
 - Locally-gathered data
 - Internal survey data from certified and support staff

Who are the "Local 13"?

Blue Springs	Excelsior Springs
Fort Osage	Grandview
Hickman Mills	Independence
Kearney	Lee's Summit
Liberty	North Kansas City
Park Hill	Platte County R-III
Smithville	

Job Position Comparisons

- Teachers
- Administration
- Support staff, including but not limited to:
 - Custodial
 - Maintenance
 - Administrative Assistants
 - Technology
 - Paraprofessionals
 - Health staff

Survey Says.....

I am adequately paid for what I do

Certified Location	% SA/A	Classified Location	% SA/A
DEC	80%	DEC	36%
RS	69%	RS	0%
PF	41%	PF	20%
SIG	38%	SIG	19%
BRY	35%	BRY	90%
PXT	46%	PXT	7%
PCMS	59%	PCMS	22%
NCC	71%	NCC	17%
PCHS	46%	PCHS	9%
GB	33%	GB	0%
DIST	46%	DIST	16%

I am satisfied with my benefits

Certified Location	% SA/A	Classified Location	% SA/A
DEC	100%	DEC	71%
RS	92%	RS	100%
PF	81%	PF	80%
SIG	64%	SIG	56%
BRY	79%	BRY	50%
PXT	73%	PXT	43%
PCMS	80%	PCMS	67%
NCC	86%	NCC	83%
PCHS	64%	PCHS	64%
GB	67%	GB	100%
DIST	72%	DIST	61%

Exit Survey Data

- 80% either “Agree” or “Strongly Agree” that pay scale was a factor for leaving the district
- 60% either “Agree” or “Strongly Agree” that lack of advancement opportunity was a factor for leaving the district
- Comments:
 - “Classified pay is very low”
 - “Salary is the only reason I am leaving”
 - “Classified staff paid poorly, which causes turnover”

Platte County Administrators

	Minimum salary rank(out of 13)	Maximum salary rank (out of 13)
Elementary Principal	6 th	11 th
Middle School Principal	7 th	11 th
High School Principal	3 rd	11 th
Elementary Ass't Principal	5 th	11 th
Middle School Ass't Principal	7 th	12 th
High School Ass't Principal	4 th	13 th

Based on salary/# of contract days

Platte County Teachers

	Rank out of 13
Minimum Bachelors'	6 th
Maximum Bachelors'	6 th
Minimum Masters'	5 th
Maximum Masters'	7 th
Minimum Specialists'	5 th
Highest Possible	9 th

Based on salary/# of contract days

Platte County Support Staff

	Rank, Minimum	Rank, Maximum
Custodian	11 of 13	4 of 13
Maintenance	8 of 13	5 of 13
Admin Asst-Building	11 of 13	5 of 13
Admin Asst-District	12 of 13	11 of 13
Lunch Clerk	11 of 13	13 of 13
Para, classroom	9 of 13	13 of 13
Para, Sped	9 of 11	11 of 11
LMC Aide	6 of 11	3 of 11
Health Clerk	8 of 9	9 of 9
LPN	6 of 9	8 of 9
Bus Mechanic	3 of 6	5 of 6
Bus Driver	1 of 7	2 of 7

Based on hourly rate of pay

EMS Compensation Study

- Study provided two suggestions:
 - **Internal Equity**
 - Places classified/hourly employees on a salary schedule
 - Credits previous work experience
 - **Market Equity**
 - Places classified/hourly employees on a salary schedule competitive with comparable positions in and outside the field of education.

Scale and Placement



	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	
1	\$ 9.53	\$ 9.67	\$ 9.82	\$ 9.97	\$ 10.11	\$ 10.27	\$ 10.42	\$ 10.58	\$ 10.74	\$ 10.90	\$ 11.06	\$ 11.23	\$ 11.39	\$ 11.57	\$ 11.74	\$ 11.91	\$ 12.09	\$ 12.27	\$ 12.46	\$ 12.65	\$ 12.84	\$ 13.03	\$ 13.22	\$ 13.42	\$ 13.62	\$ 13.76	\$ 13.90	\$ 14.04	\$ 14.18	
2	\$ 9.82	\$ 9.96	\$ 10.11	\$ 10.26	\$ 10.42	\$ 10.57	\$ 10.73	\$ 10.89	\$ 11.06	\$ 11.22	\$ 11.39	\$ 11.56	\$ 11.74	\$ 11.91	\$ 12.09	\$ 12.27	\$ 12.46	\$ 12.64	\$ 12.83	\$ 13.03	\$ 13.22	\$ 13.42	\$ 13.62	\$ 13.82	\$ 14.03	\$ 14.17	\$ 14.31	\$ 14.46	\$ 14.60	
3	\$ 10.11	\$ 10.26	\$ 10.42	\$ 10.57	\$ 10.73	\$ 10.89	\$ 11.06	\$ 11.22	\$ 11.39	\$ 11.56	\$ 11.73	\$ 11.91	\$ 12.09	\$ 12.27	\$ 12.46	\$ 12.65	\$ 12.83	\$ 13.03	\$ 13.22	\$ 13.42	\$ 13.62	\$ 13.82	\$ 14.03	\$ 14.24	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	
4	\$ 10.41	\$ 10.57	\$ 10.73	\$ 10.89	\$ 11.05	\$ 11.22	\$ 11.39	\$ 11.56	\$ 11.73	\$ 11.91	\$ 12.09	\$ 12.27	\$ 12.46	\$ 12.65	\$ 12.84	\$ 13.03	\$ 13.22	\$ 13.42	\$ 13.62	\$ 13.82	\$ 14.03	\$ 14.24	\$ 14.45	\$ 14.67	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.49	
5	\$ 10.73	\$ 10.89	\$ 11.05	\$ 11.22	\$ 11.38	\$ 11.55	\$ 11.73	\$ 11.90	\$ 12.08	\$ 12.26	\$ 12.45	\$ 12.63	\$ 12.82	\$ 13.01	\$ 13.20	\$ 13.40	\$ 13.60	\$ 13.80	\$ 14.01	\$ 14.22	\$ 14.43	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48
6	\$ 11.05	\$ 11.21	\$ 11.38	\$ 11.55	\$ 11.73	\$ 11.90	\$ 12.08	\$ 12.26	\$ 12.44	\$ 12.63	\$ 12.82	\$ 13.01	\$ 13.20	\$ 13.40	\$ 13.60	\$ 13.80	\$ 14.01	\$ 14.22	\$ 14.43	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00
7	\$ 11.38	\$ 11.55	\$ 11.72	\$ 11.90	\$ 12.08	\$ 12.26	\$ 12.44	\$ 12.63	\$ 12.82	\$ 13.01	\$ 13.20	\$ 13.40	\$ 13.60	\$ 13.80	\$ 14.01	\$ 14.22	\$ 14.43	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44
8	\$ 11.72	\$ 11.90	\$ 12.07	\$ 12.26	\$ 12.44	\$ 12.63	\$ 12.82	\$ 13.01	\$ 13.20	\$ 13.40	\$ 13.60	\$ 13.80	\$ 14.01	\$ 14.22	\$ 14.43	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 17.96
9	\$ 12.07	\$ 12.25	\$ 12.44	\$ 12.62	\$ 12.81	\$ 13.00	\$ 13.20	\$ 13.40	\$ 13.60	\$ 13.80	\$ 14.01	\$ 14.22	\$ 14.43	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	
10	\$ 12.43	\$ 12.62	\$ 12.81	\$ 13.00	\$ 13.20	\$ 13.40	\$ 13.60	\$ 13.80	\$ 14.01	\$ 14.22	\$ 14.43	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	
11	\$ 12.81	\$ 13.00	\$ 13.19	\$ 13.39	\$ 13.59	\$ 13.80	\$ 14.00	\$ 14.21	\$ 14.42	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	\$ 19.43	\$ 19.62	
12	\$ 13.19	\$ 13.39	\$ 13.59	\$ 13.79	\$ 14.00	\$ 14.21	\$ 14.42	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	\$ 19.43	\$ 19.62	\$ 20.01	\$ 20.21	
13	\$ 13.59	\$ 13.79	\$ 14.00	\$ 14.21	\$ 14.42	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	\$ 19.43	\$ 19.62	\$ 20.01	\$ 20.21	\$ 20.61	\$ 20.82	
14	\$ 14.00	\$ 14.21	\$ 14.42	\$ 14.63	\$ 14.85	\$ 15.08	\$ 15.30	\$ 15.53	\$ 15.76	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	\$ 19.43	\$ 19.62	\$ 20.01	\$ 20.21	\$ 20.61	\$ 20.82	\$ 21.23	\$ 21.44	
15	\$ 14.41	\$ 14.63	\$ 14.85	\$ 15.07	\$ 15.30	\$ 15.53	\$ 15.76	\$ 16.00	\$ 16.24	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	\$ 19.43	\$ 19.62	\$ 20.01	\$ 20.21	\$ 20.61	\$ 20.82	\$ 21.23	\$ 21.44	\$ 21.87	\$ 22.09	
16	\$ 14.85	\$ 15.07	\$ 15.30	\$ 15.53	\$ 15.76	\$ 15.99	\$ 16.23	\$ 16.48	\$ 16.73	\$ 17.00	\$ 17.26	\$ 17.44	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.86	\$ 19.05	\$ 19.43	\$ 19.62	\$ 20.01	\$ 20.21	\$ 20.61	\$ 20.82	\$ 21.23	\$ 21.44	\$ 21.87	\$ 22.09	\$ 22.52	\$ 22.75	
17	\$ 15.29	\$ 15.52	\$ 15.76	\$ 15.99	\$ 16.23	\$ 16.47	\$ 16.72	\$ 16.97	\$ 17.23	\$ 17.50	\$ 17.78	\$ 18.07	\$ 18.37	\$ 18.68	\$ 19.00	\$ 19.33	\$ 19.67	\$ 20.02	\$ 20.37	\$ 20.73	\$ 21.10	\$ 21.48	\$ 21.87	\$ 22.27	\$ 22.68	\$ 23.10	\$ 23.53	\$ 23.97	\$ 24.42	
18	\$ 15.75	\$ 15.99	\$ 16.23	\$ 16.47	\$ 16.72	\$ 16.97	\$ 17.22	\$ 17.48	\$ 17.74	\$ 18.01	\$ 18.28	\$ 18.56	\$ 18.85	\$ 19.15	\$ 19.46	\$ 19.78	\$ 20.11	\$ 20.45	\$ 20.80	\$ 21.16	\$ 21.53	\$ 21.91	\$ 22.30	\$ 22.70	\$ 23.11	\$ 23.53	\$ 23.96	\$ 24.40	\$ 24.86	
19	\$ 16.22	\$ 16.47	\$ 16.71	\$ 16.97	\$ 17.22	\$ 17.48	\$ 17.74	\$ 18.01	\$ 18.28	\$ 18.56	\$ 18.85	\$ 19.15	\$ 19.46	\$ 19.78	\$ 20.11	\$ 20.45	\$ 20.80	\$ 21.16	\$ 21.53	\$ 21.91	\$ 22.30	\$ 22.70	\$ 23.11	\$ 23.53	\$ 23.96	\$ 24.40	\$ 24.86	\$ 25.35	\$ 25.86	
20	\$ 16.71	\$ 16.96	\$ 17.22	\$ 17.47	\$ 17.74	\$ 18.00	\$ 18.27	\$ 18.55	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.69	\$ 19.99	\$ 20.30	\$ 20.62	\$ 20.95	\$ 21.29	\$ 21.64	\$ 22.00	\$ 22.37	\$ 22.75	\$ 23.14	\$ 23.54	\$ 23.95	\$ 24.37	\$ 24.80	\$ 25.25	\$ 25.72	\$ 26.20	
21	\$ 17.21	\$ 17.47	\$ 17.73	\$ 18.00	\$ 18.27	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.69	\$ 19.99	\$ 20.30	\$ 20.62	\$ 20.95	\$ 21.29	\$ 21.64	\$ 22.00	\$ 22.37	\$ 22.75	\$ 23.14	\$ 23.54	\$ 23.95	\$ 24.37	\$ 24.80	\$ 25.25	\$ 25.72	\$ 26.20	\$ 26.70	\$ 27.22	
22	\$ 17.73	\$ 17.99	\$ 18.26	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.68	\$ 19.97	\$ 20.27	\$ 20.57	\$ 20.88	\$ 21.20	\$ 21.53	\$ 21.87	\$ 22.22	\$ 22.58	\$ 22.95	\$ 23.33	\$ 23.72	\$ 24.12	\$ 24.53	\$ 24.95	\$ 25.38	\$ 25.82	\$ 26.28	\$ 26.75	\$ 27.24	\$ 27.75	
23	\$ 18.26	\$ 18.53	\$ 18.81	\$ 19.09	\$ 19.38	\$ 19.67	\$ 19.97	\$ 20.27	\$ 20.57	\$ 20.88	\$ 21.20	\$ 21.53	\$ 21.87	\$ 22.22	\$ 22.58	\$ 22.95	\$ 23.33	\$ 23.72	\$ 24.12	\$ 24.53	\$ 24.95	\$ 25.38	\$ 25.82	\$ 26.28	\$ 26.75	\$ 27.24	\$ 27.75	\$ 28.28	\$ 28.83	
24	\$ 18.81	\$ 19.09	\$ 19.38	\$ 19.67	\$ 19.96	\$ 20.26	\$ 20.57	\$ 20.87	\$ 21.19	\$ 21.51	\$ 21.83	\$ 22.16	\$ 22.49	\$ 22.82	\$ 23.17	\$ 23.51	\$ 23.87	\$ 24.23	\$ 24.59	\$ 24.96	\$ 25.33	\$ 25.71	\$ 26.10	\$ 26.50	\$ 26.92	\$ 27.36	\$ 27.81	\$ 28.28	\$ 28.77	
25	\$ 19.37	\$ 19.66	\$ 19.96	\$ 20.26	\$ 20.56	\$ 20.87	\$ 21.18	\$ 21.50	\$ 21.82	\$ 22.15	\$ 22.48	\$ 22.82	\$ 23.16	\$ 23.51	\$ 23.86	\$ 24.22	\$ 24.58	\$ 24.95	\$ 25.33	\$ 25.71	\$ 26.09	\$ 26.48	\$ 26.88	\$ 27.28	\$ 27.69	\$ 28.12	\$ 28.56	\$ 29.02	\$ 29.50	
26	\$ 19.95	\$ 20.25	\$ 20.56	\$ 20.87	\$ 21.18	\$ 21.50	\$ 21.82	\$ 22.15	\$ 22.48	\$ 22.81	\$ 23.16	\$ 23.50	\$ 23.86	\$ 24.21	\$ 24.58	\$ 24.95	\$ 25.32	\$ 25.70	\$ 26.08	\$ 26.47	\$ 26.87	\$ 27.27	\$ 27.68	\$ 28.10	\$ 28.52	\$ 28.95	\$ 29.38	\$ 29.82	\$ 30.27	
27	\$ 20.55	\$ 20.86	\$ 21.17	\$ 21.49	\$ 21.81	\$ 22.14	\$ 22.47	\$ 22.81	\$ 23.15	\$ 23.50	\$ 23.85	\$ 24.21	\$ 24.57	\$ 24.94	\$ 25.32	\$ 25.70	\$ 26.08	\$ 26.47	\$ 26.87	\$ 27.27	\$ 27.68	\$ 28.10	\$ 28.52	\$ 28.95	\$ 29.38	\$ 29.82	\$ 30.27	\$ 30.72	\$ 31.18	
28	\$ 21.17	\$ 21.49	\$ 21.81	\$ 22.14	\$ 22.47	\$ 22.80	\$ 23.15	\$ 23.49	\$ 23.85	\$ 24.20	\$ 24.57	\$ 24.94	\$ 25.31	\$ 25.69	\$ 26.07	\$ 26.47	\$ 26.86	\$ 27.27	\$ 27.67	\$ 28.09	\$ 28.51	\$ 28.94	\$ 29.37	\$ 29.81	\$ 30.26	\$ 30.71	\$ 31.17	\$ 31.64	\$ 32.12	
29	\$ 21.80	\$ 22.13	\$ 22.46	\$ 22.80	\$ 23.14	\$ 23.49	\$ 23.84	\$ 24.20	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.68	\$ 26.07	\$ 26.46	\$ 26.86	\$ 27.26	\$ 27.67	\$ 28.08	\$ 28.51	\$ 28.93	\$ 29.37	\$ 29.81	\$ 30.25	\$ 30.71	\$ 31.17	\$ 31.64	\$ 32.11	\$ 32.43	\$ 32.87	



Tentative/Proposed Schedule

- Range determined by skill level and complexity of job
 - 3% between ranges
- Step determined by years of experience
 - For the first 25 years
 - Steps provide 1.5% increase for year of experience (if step movement is allowed)
 - For years 26-30:
 - Steps provide 1% increase for year of experience (if step movement is allowed)

Tentative/Proposed Schedule

- Range determined by skill level and complexity of job
 - 3% between ranges
- Step determined by years of experience
 - For the first 30 years
 - Steps provide 1.5% increase for year of experience (if step movement is allowed)
 - For years 31 + :
 - Frozen unless there is a base rate increase, similar to teachers' schedule

How much will this cost?

- Internal equity recommendations – approximately \$175,000
- Market equity recommendations – approximately \$500,000

Next Steps

- Presentation to Board of Education
- Informational meetings
- Budget review/revenue analysis
- Meet and Confer with Team Platte County
- Implement enhancements
- Distribute customized communications