



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: October 19, 2015

AGENDA ITEM: Consider Hiring Superintendent Compensation Study Consultant

PRESENTER: Jay Stringer – President Aledo ISD Board of Trustees

ALIGNS TO BOARD GOAL(S): The District shall recruit, hire, train and retain a highly qualified staff.

BACKGROUND INFORMATION: The board of trustees has discussed hiring a qualified consultant to study superintendent compensation & benefits.

Total Compensation Group (TCG) Consulting, LLP, Mike Cochran is a firm based in Austin, Texas that specializes in superintendent compensation & benefits consulting. TCG's consulting is a flat fee based on 1% of the total compensation package approved by the board of trustees. TCG has an initial consultation with the board and superintendent to identify goals / needs. TCG then compiles a study based on comparable districts compensation packages and makes recommendations to the board.

TASB HR Services, Cindy Clegg based in Austin, Texas is part of the Texas Association of School Boards. The district has used TASB HR Services in the past for staff & teacher compensation studies. Cindy and her team are currently engaged in a staff / teacher compensation study for the district that will be completed by March 2016. Cindy communicated to me via email (see attached document) they would add recommendations for the superintendent at no additional costs. She further stated she can provide recommendations & market analysis for superintendent compensation by December 2015. TASB's services do not include any personal on site visits with the board or superintendent. However, we could arrange for conference calls if needed or have an onsite visit at an additional fee for travel, lodging, and fees.

Both firms would represent the interest of the board in this matter. Both firms, as part of their consulting services, would need to speak directly with Dr. City as part of the process to gauge his preferences, goals and needs regarding salary and compensation structure.

Either firm would need approximately 2 months to complete the study and report back to the board. Since our summative review occurs in January 2016, it would be beneficial to approve either firm at the October 19, 2015 meeting to afford enough time to receive the study so the board can review and make a decision in January 2016 based on the summative evaluation.

ADMINISTRATIVE CONSIDERATIONS: None – Board of Trustees decision.

FISCAL NOTE: To be determined depending on the option chosen. Under either scenario, the services of an attorney would be needed to modify any contract changes. Based on current compensation, TCG's consulting fee would be approximately \$1,762.00, however the consulting fee is based on the "new" compensation package, not the current package.

ADMINISTRATIVE RECOMMENDATION: Dr. City is neutral and supportive of either firm the board wishes to engage for consulting services.

Email received from Cindy Clegg, TASB HR Services on October 12, 2015

Hello Mr. Stringer –

You inquired about what TASB could do to help the AISD Board of Trustees customize a more competitive superintendent compensation package. Because we are already engaged in a consulting project to review and update the entire district pay system for other employees, we can add recommendations for the superintendent at no additional cost. The final report for other staff is due by March but I can give you recommendations and market analysis for the superintendent separately by December.

Our market survey data for superintendents will not be accessible until late October so I have run an analysis using our 2014-15 survey which is attached. The comparison districts were selected by me and this list can be changed however the board prefers. Based on this preliminary snapshot, the data does support that your superintendent's package is quite low for your area.

What I propose is establishing a target percentage of the median total value for your comparison group first. This will give the board a total amount to aim for and then determine how to fill the gap between salary and other benefits by having a conversation with your superintendent about the pros and cons of various other options. Depending on the choices made, you could incur additional cost for an attorney to draw up legal documents or for a management fee if you secured an investment advisor. TASB staff cannot prepare legal agreements or design and manage specific investments for you.

Our market analysis, conversation with your superintendent, and recommendations will not cost anything beyond the consulting fee we have already established for the district pay study and any additional travel that may be necessary.

Please advise whatever the Board decides to do on the 19th.

Thank you.



Cindy Clegg

Director HR Services Division

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