

Okemos Public Schools - Compensation Strategy

October 2023



Compensation Reviews: What and Why

What is being assessed?

- Employee compensation - salary / hourly wage compared to market data

Why is this information being assessed?

- Best practice in Human Resources for all employee groups
- Increasingly competitive market
- Retain and attract employees - current/former/potential employee feedback
- Cost to hiring and rehiring, impacts on programs, initiatives and outcomes

Approach Aligns with District Strategic Plan

Critical Issues

- Organizational capacity - Retain and attract quality staff; diversity workforce

Strategic Priorities

- Priority 8: Establish system for attracting and retaining a highly qualified and diverse staff reflective of our school community.
 - Potential Actions - Assess and revise current practices and procedures through equity lens

Historical Perspective

Past/Current Practice

- Primarily reactive based on turnover/retention issues
- Goal to try to have employee groups in “top tier” in terms of compensation

Un-represented Groups with Compensation Adjustments *within the last two years:

- Special Education Paraprofessionals
- Substitute Teachers, Student Supervisors
- Third party employer adjustments


Who does current compensation review apply to?

Non-represented groups:

- Community Education
 - Edgewood and Before/After care
- Select Staff
 - Business office
 - Central office administrative support
 - Media & Technology
 - Leadership - Directors
 - Assistant Superintendent
- Clerical & Technical
 - Administrative Assistants

Importance of creating approach for all employee groups

Initial Market Comparison Preview

Employee Groups		Salary Comparison to Market
Non-Union	Community Education	
	Select Staff	TBD (In November)
	Clerical & Technical	TBD (In November)
Union	OEA	TBD - Negotiated Item
	Transportation	TBD - Negotiated Item
	Operations & Food Services	TBD - Negotiated Item
	AOA	TBD - Negotiated Item

Timeline & Next Steps

- **November 13** - Market comparisons, financial impact, timeline of adjustments
- **November 27** - Follow up with BOE
- **December 11** - Budget revision