

Geneva Community Unit School District

2025-2026 Compensation and Classification
Study Overview
2025-2026

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Gallagher

Project overview

Project goals

Gallagher was engaged to conduct a comprehensive review of Geneva CUSD's employee compensation plan to ensure pay practices remain competitive, equitable, and aligned with organizational needs.

Evaluate the design and effectiveness of the district's existing pay structures

Collect job information from employees and supervisors to benchmark accurately and draft job descriptions

Assess how current pay ranges compare to relevant market benchmarks

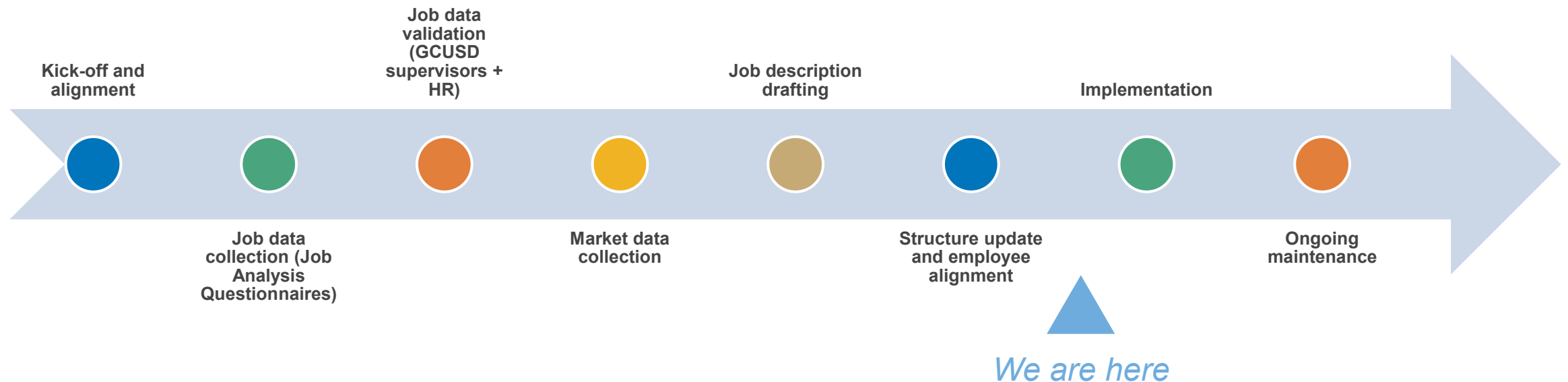
Review internal equity and the logic behind pay progression

Develop a market-aligned pay structure with consistent range designs

Support leadership in determining the most practical path forward

Project timeline

Since kicking the project off in August of 2025, we collaborated to collect information, conduct the study, and deliver actionable results to the District.



Current state assessment

Market benchmarking approach

The purpose of the market analysis is to assess competitive pay levels for jobs. The competitive job market group was discussed and agreed upon by the District's project team.

Survey data sources included:

- **CompAnalyst**
- **Economic Research Institute**
- **Custom Survey of the District's comparator group:**

- Batavia 101
- St. Charles 303
- Kaneland 302
- West Aurora 129
- District 300
- Elmhurst 205
- Lake Zurich 95
- Barrington 220

Collected data was trended to January 1, 2026, based on WorldatWork salary trend information.

Geographic differentials were applied based on the equivalent cost of labor in Geneva, Illinois.

Overview of benchmarking results

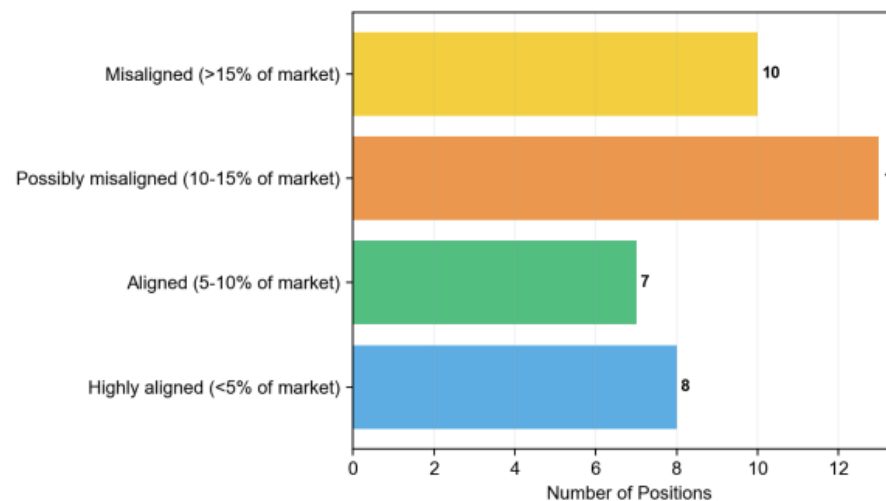
Overall, the District is about 7.2% below market median from a base pay perspective and 1.6% above the 25th percentile.

Comparison	Comparison to 25th %ile	Comparison to Median	Comparison to 75th %ile
Base Pay	+1.6%	-7.2%	-15.3%

Summary of Actual Pay Comparisons to Market Median	Above (Over 115%)	1
	At market (85% - 115%)	28
	Below (Less than 85%)	9

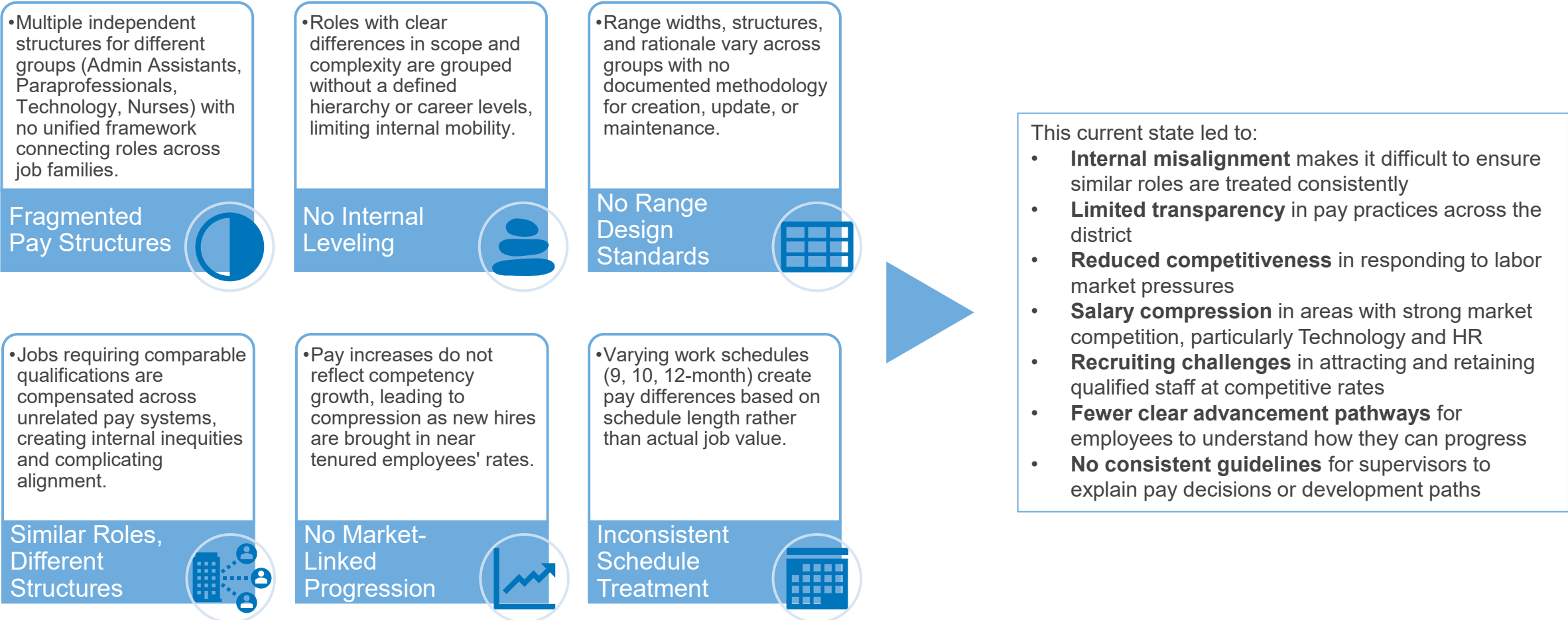
Most classifications (74%) were within 15% of their market median, and only 9 classifications were more than 15% below market median

- In this chart:
- Higher circles are more competitive
 - Current pay increases from left to right
 - The size of the circle is number of incumbents



Structure review key findings

The evaluation revealed six structural challenges that may limit the district's ability to maintain competitive, equitable, and transparent pay practices.



Proposed structure development

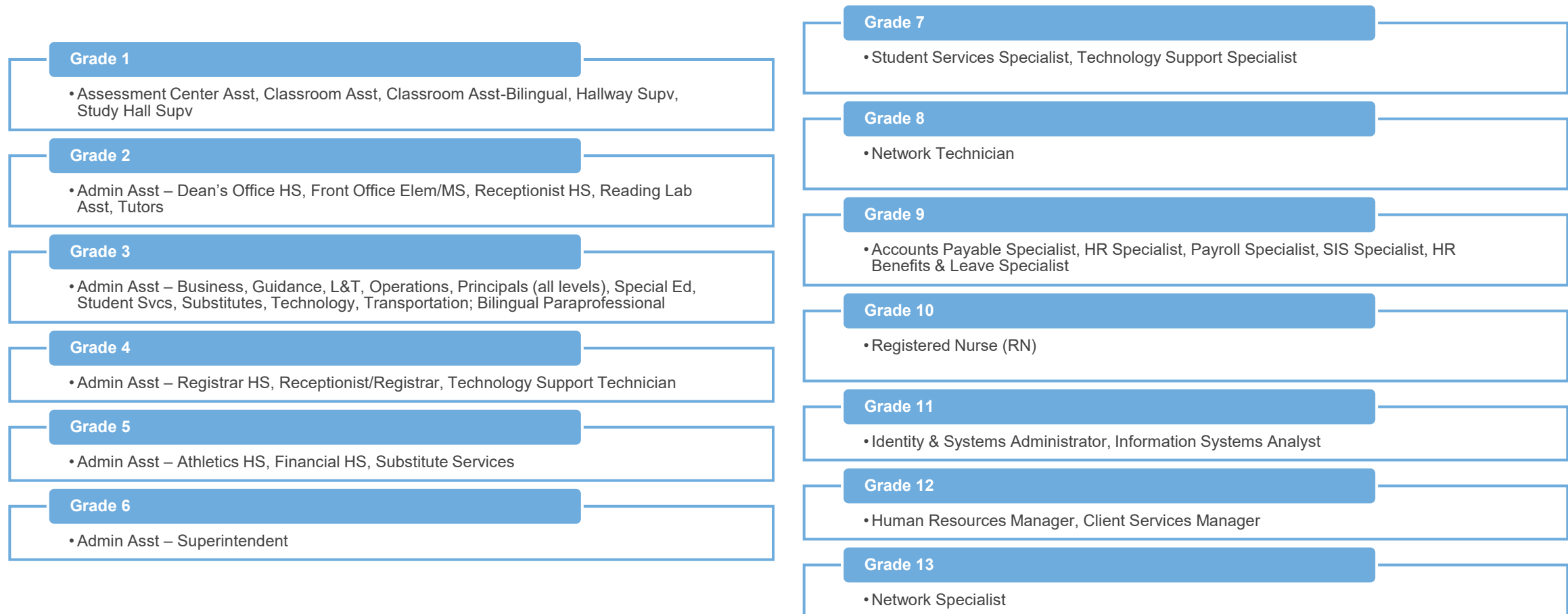
Building the proposed structures

A five-step, market-driven, collaborative (with District HR direction) methodology ensures that the structure is rooted in external market reality while reflecting work within the District.



Proposed grade and job slotting

Gallagher placed jobs into job grades **based on market value from their data collection** and created a 13-grade structure. Jobs were placed into grades based on market-median best fit and refined for internal equity and career pathways. Newly created job descriptions will indicate a position's grade.



Implementation recommendations

These compensation implementation and administration considerations will transition employees into the proposed structure while maintaining equity, budget discipline, and employee morale.

YEAR 1

- **General pay increase to base wages** for all employees
- **Bring to the range minimum:** all employees below the minimum of the proposed pay range to be raised to the minimum of the proposed pay range so that no one is below the minimum
- **Years of service (in position) adjustment:** a percentage increase per year of service in a position, starting at the range minimum amount, for employees who are behind a “time in position target”
- Since **raises will be variable**, HR will send each employee a memo with their 2025-26 payrate and their 2026-27 payrate.
- **Eliminates the salary schedule**

YEAR 2

- **Same baseline percentage raise** for all employees

Thank you!

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