

Understanding Employee Compensation and Benefits



Meet The Team



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The Board's Role

Set Expectations

- Is your employees' experience and success part of your district's strategic plan, vision and mission?

Oversight Function

- What is going to help us retain highly skilled employees?
- What can the board do to demonstrate a positive district culture?



The Board's Role

Adherence to Policy

- What does our policy require us to do?
- Are there things that should be in policy to attract and retain employees?

Provide Structure and Create Conditions for Employee Success

- What can the board do to create a culture where employees are collaborative partners in decision-making?
- How supported do employees feel in their day-to-day work lives?
- How does the board demonstrate its commitment to employees outside the workday?





Resources for Data-Informed Decision Making

District-Based

Employee
Satisfaction
Surveys

Recruitment and
Retention Data

Benefits Program
Participation Data

Exit Interviews

Comparables

ASBA Salary and
Benefits Survey



Practical Considerations & Best Practices



What do employees want?

Many school districts have a policy that includes a process to gather employees' interest.

Two examples include:

- IBN (Interest Based Negotiations)
- Meet-and-Confer (Model Policy HA)

Policy HA[©]

The Superintendent may establish meet-and-confer procedures to permit representatives of employee organizations to present matters of concern. The procedures will provide for the opportunity to:

- A. Discuss such matters of employee concern.
- B. Attempt to determine the extent to which such matters, so identified, may inhibit or enhance the educational opportunities for students.
- C. Develop responses to such concerns that will best serve the purposes of the District.

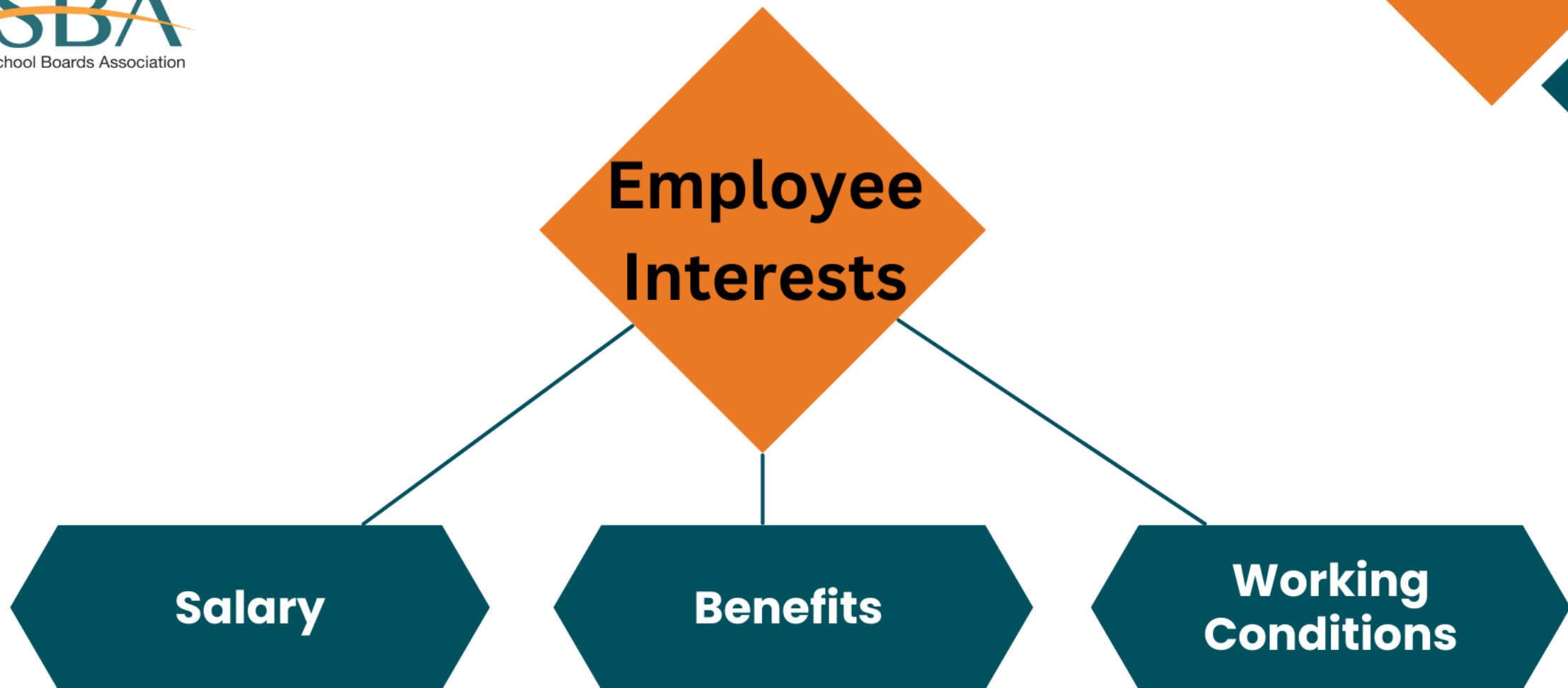


Policy HA[©]

The Superintendent may establish meet-and-confer procedures...

- HA-R[©]
- Unique to each district
- Establishes a procedure
- Process includes a presentation to the governing board to take action on the recommendation

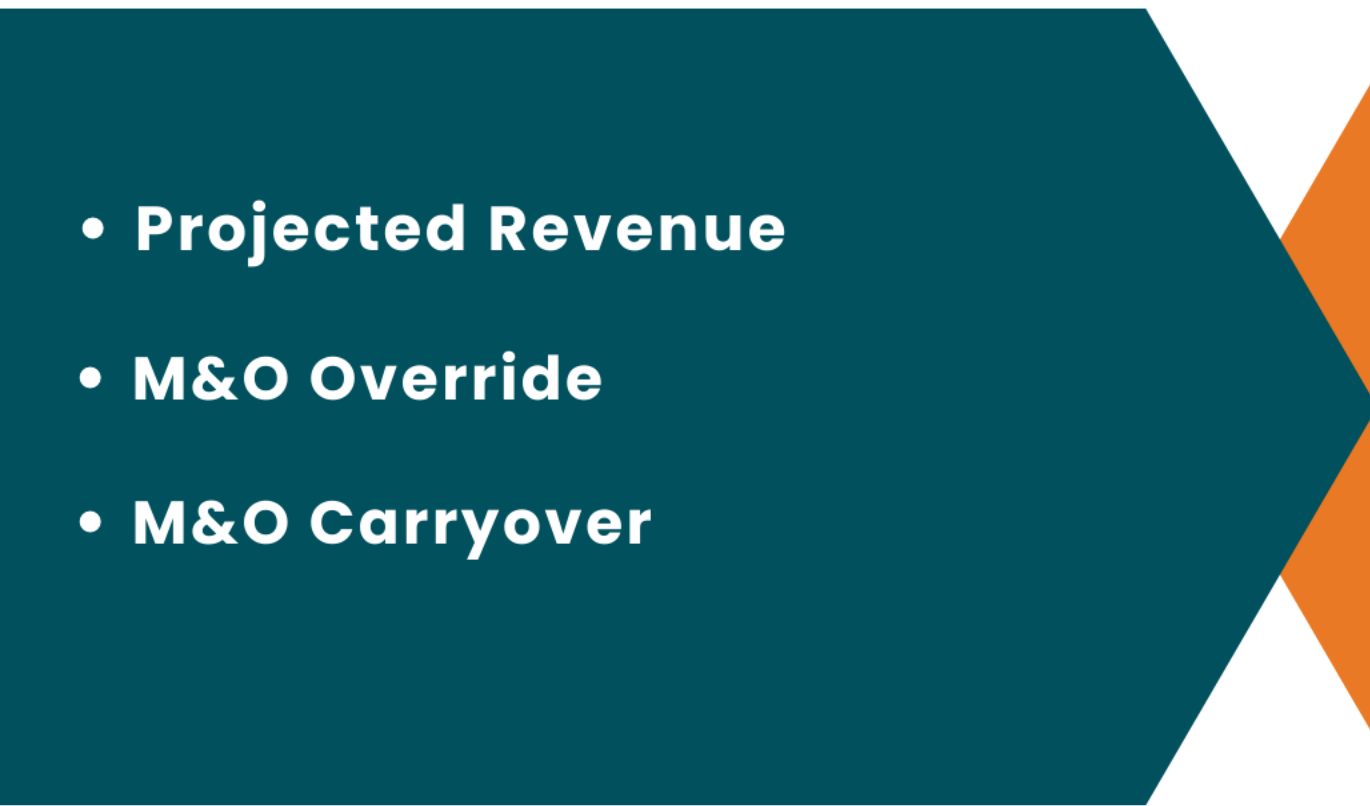


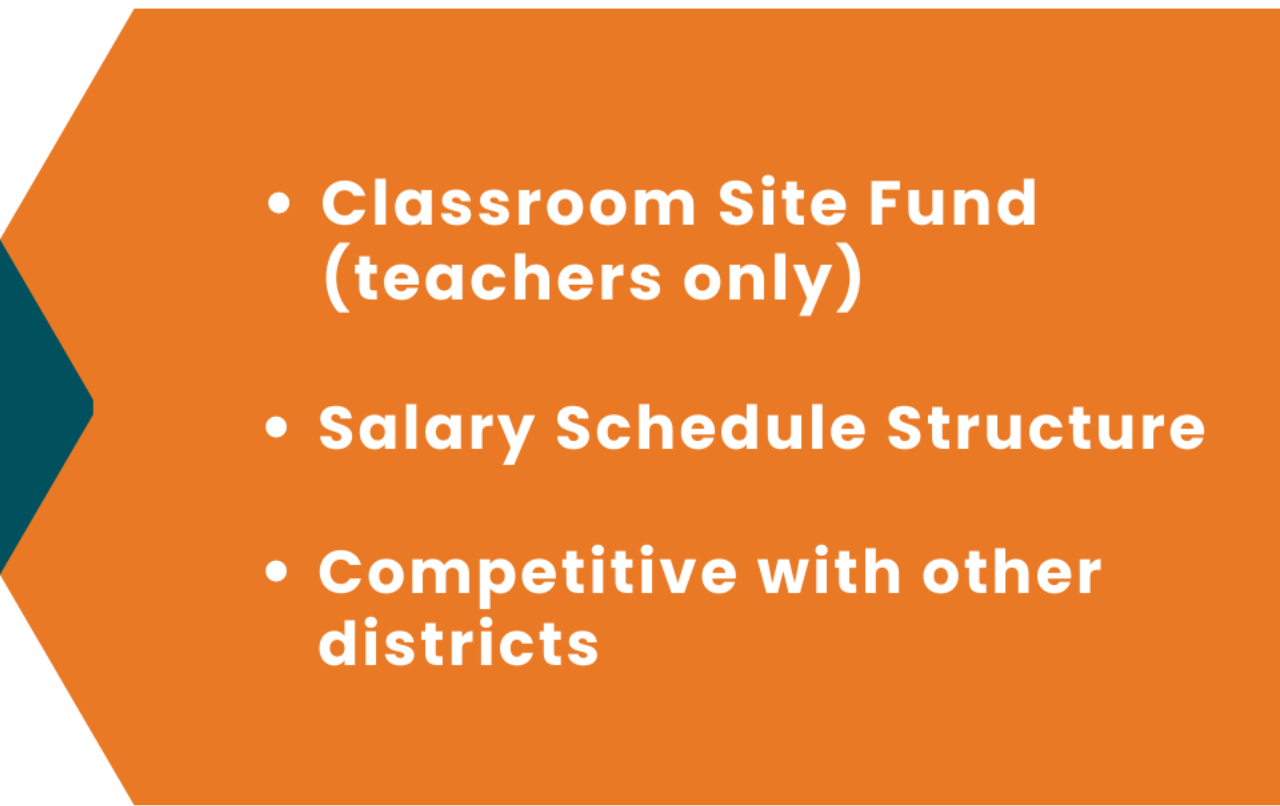




Salary

What factors go into this decision?

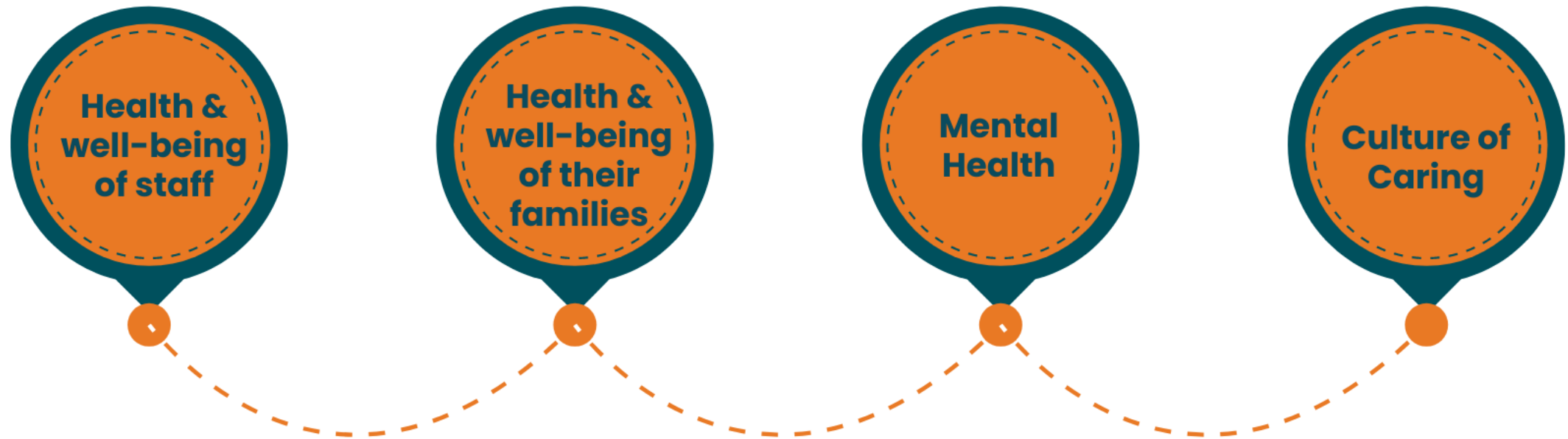
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- **Projected Revenue**
 - **M&O Override**
 - **M&O Carryover**

- 
- **Classroom Site Fund (teachers only)**
 - **Salary Schedule Structure**
 - **Competitive with other districts**

M&O = Maintenance and Operations

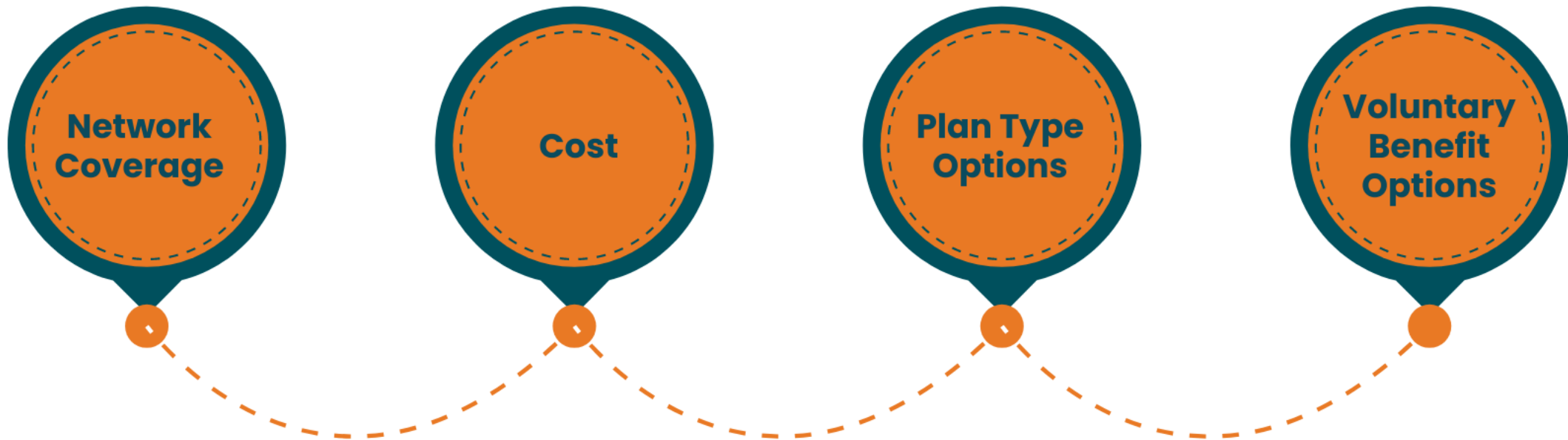


Benefits: They *Are* Important!



You cannot mandate productivity; you must provide the tools to let people become their best.
-Steve Jobs

Benefit Options





Network Coverage/Accessibility

- **Does the plan offer coverage in rural areas?**
- **What hospital network is supported by the plan?**
- **Is there out-of-state and out-of-country coverage?**



Cost

It's always a factor!

- **What can the district afford?**
- **Is there a "buy up" option?**
- **Is the family coverage cost reasonable?**



Plan Type Options

- Should the district offer a no-cost option?
- How many plan options should the district offer to employees?



Standard Plan Options Include:

- High-deductible health plans
- Preferred Provider Network (PPO)
- Health Maintenance Organization (HMO)



Voluntary Benefits Options

Employee Pays

- **Vision (dependent on districts)**
- **Dental (dependent on districts)**
- **Life insurance (most districts pay)**
- **Short-term disability**
- **Pet insurance**
- **Cancer insurance**
- **Identity theft coverage**

Mental Health



Employee Assistance Programs
Confidential Counseling



CULTURE OF CARING



Preventative Care

Wellness Fairs

Biometric Testing

Mobile-Onsite-Mammography (MOM)

Onsite Immunizations



Benefit Selection Process

**Why are
benefits
important?**

**A "real world"
example.**





WORKING CONDITIONS

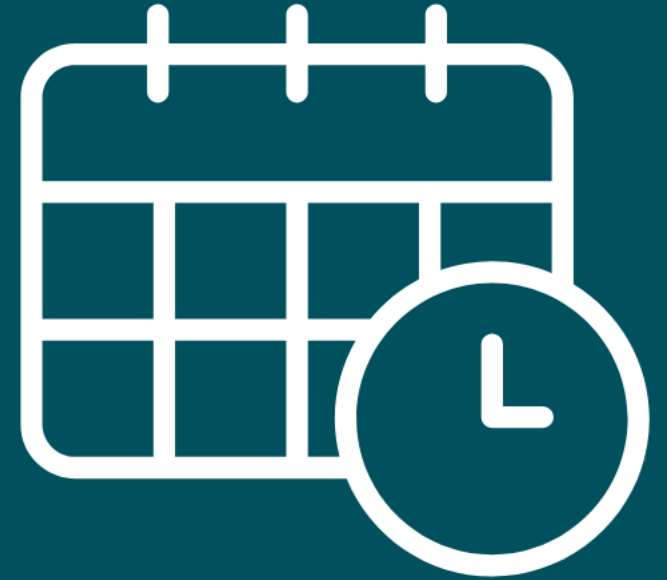


● Prep Time

● Lunch Breaks

● Holidays

● Leave



5 Essential Questions

1. How do our governing board and district prioritize and demonstrate a culture of caring for employees?
2. Is the process of deciding upon benefits collaborative?
3. Are our salaries and benefits competitive with other employers in our area?
4. Do our benefits meet our employees' needs, both in cost and coverage?
5. What is our timeline for determining salaries and benefits for the year ahead?



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*Thank
You!*