Strategic Theme: **Recruitment, Retention and Development of High-Quality Employees**
Strategic Initiative 1A*:* Develop and recommend a predictable compensation schedule for all employee groups that acknowledges experience/longevity, knowledge, and performance -In addition, it should be easily comparable to neighboring school districts, and progressively move toward a regionally competitive pay for all employees.

ROLES AND RESPONSIBILITIES
INITIATIVE OVERSIGHT

Role	Description
Cabinet Sponsor	Amanda Thompson
Initiative Leaders	Scott Barnes - Director, Human Resources Mary Chesla - Director, Compensation

INITIATIVE ACTION TEAM

Responsible for participation in action plan development, execution of initiative tasks according to set deliverables and milestones, and participates in regular initiative reviews and issue resolution.

Role	Description
Action Team Members	Jill Shulsinger-Wall Counselor - RVMS Denise Orsiini English Teacher - TRHS Mike Loitz Director - Human Resources Rex Corr Principal - CVHS Josh Curnow ERP Systems Manager - Finance

INITIATIVE ACTION PLAN

INITIATIVE OVERSIGHT

Tier 1: 2020 - 2021sy		
Action Item	**Milestone Deliverable**	**Possible Artifacts**
1	Analyze comparable compensation systems and DCSD's competitiveness	**From OCS - Trend Analysis (Lanes and Steps)**
	(Write the specific, detailed steps for the Action Step Summary above.) ● Determine which districts are considered comparable to DCSD ● Oehm Consulting Services (OCS) gather salary schedules from chosen comparable districts ● OCS analyze comparable schedules, identify trends ● Present findings to Employee Council	
2	Gather and analyze stakeholder feedback on desired compensation system	**Greenway presentation to BOE (Summary of Feedback)** **Employee (Licensed) Conversations - Breakout Session**
	● Superintendent Outreach Meetings by Feeder ● Employee Council (nine meetings) ● Employee Council Compensation Group (eight meetings) ● Licensed Input Sessions (eight meetings) ● Principal Input Sessions (three meetings) ● Licensed Input Compensation Survey (October, 2019)	
3	Analyze current DCSD state for licensed staff, i.e. years of experience and level of education	**Employee data in Workday**
	● Collect transcripts and years of experience for licensed staff ● Review and evaluate materials collected ● Update Workday accordingly	
4	Design a competitive, sustainable, predictable compensation structure in partnership with stakeholders and approved by BOE	**Upcoming BOE presentation on 2-4-20**
	● Employee Council, in partnership with Finance and HR are analyzing all employee feedback from the Fall to work on draft	

Action Item	Milestone Deliverable	Possible Artifacts
	compensation structure and implementation	**Artifacts to be created as action steps are completed**
5	Perform action steps for the remainder of employee groups ● Classified ● Professional/Technical ● Administrative	

Tier 2: 2021 - 2022sy		
Action Item	**Milestone Deliverable**	**Possible Artifacts**
6		
	● ● ● ● ● ●	
7		
	● ● ● ● ● ●	
8		
	● ● ● ● ● ●	
9		
	● ● ● ●	

Action Item	Milestone Deliverable	Possible Artifacts
10		

Action Item	Milestone Deliverable	Possible Artifacts
11		
12		
13		
14		

Action Item	Milestone Deliverable	Possible Artifacts
15		

Tier 4: 2023 - 2024sy		
Action Item	**Milestone Deliverable**	**Possible Artifacts**
16		
17		
18		
19		

Action Item	Milestone Deliverable	Possible Artifacts
	• • • • • •	
20		
	• • • • • •	

Tier 5: 2024 - 2025sy		
Action Item	**Milestone Deliverable**	**Possible Artifacts**
21		
	• • • • • •	
22		
	• • • • • •	
23		
	• • • • • •	

24		
25		