LITTLE ROCK SCHOOL DISTRICT
BOARD AGENDA MEETING

COMPENSATION VALUES

RIGHT-SIZING DISTRICT SALARIES

APRIL 8, 2021
GOALS AND OBJECTIVES

Rightsizing the Little Rock School District (LRSD) includes improving wage and salary programs for all employees based on the administrative practices established for the District. What is Rightsizing? Rightsizing is the conversion of LRSD to achieve optimum performance for excellence in education. LRSD must take steps to rightsize effectively.

It has been more than 20 years since the District has had an overall review of its classification and compensation systems conducted by an independent third party compensation consulting firm, more than 10 years since non-teaching employees received a pay increase, and two years since all teachers received a pay increase of approximately 3% or not less than $1,135 for each teacher.

We believe that a robust compensation strategy is essential to our success and a key component for rightsizing as a District and continually developing, recognizing, and compensating staff by:

- Developing a classification and compensation system that is transparent and equitable.
- Ensuring that LRSD stays competitive in the marketplace.
- Adopting a salary pay plan that is user-friendly and easy to understand by the public.
- Maintaining quality job descriptions, adopting compensation and classification policies that maintain the integrity of the system.
The Superintendent of Schools charged a compensation committee comprised of teachers and administrators to study and make recommendations improving the market competitiveness of LRSD’s pay scales and compensation practices for teachers.

The goal is to become competitive among the top-five highest paying Arkansas school districts—implementing a compensation program that attracts, rewards, and retains highly qualified teachers.

Rightsizing the district salaries for teachers include but not limited to the following:

- **Increase LRSD’s teacher starting salaries** within a three-year phased-in approach resulting in a starting salary of at least $48,000 by July 1, 2024.

- **Increase coaching and academic stipends** aligned with an index to beginning teacher salary
The Little Rock School District (LRSD) engaged the Management Advisory Group (MAG) to conduct a compensation study to identify necessary and market-based modifications to LRSD’s existing compensation structure:

- Transitioning to a new employee compensation system in alignment with the implementation plan which resulted from LRSD’s compensation study, recently completed by Management Advisory Group (MAG) as previously charged by the LRSD Board. The Superintendent of Schools may authorize salary line adjustments within policy or procedural guidelines pursuant to supply and demand and staffing needs at the executive compensation level.

**Presentation by Management Advisory Group** Senior Vice President, Russell Campbell
Compensation Strategies in the Era of COVID-19

Providing a pandemic bonus and setting go-forward pay strategies beyond the pandemic:

- **Provide a pandemic bonus in the amount of $2,000** to all full-time employees currently employed with LRSD as of the approved date of this resolution. Employees employed less than full-time will receive a prorated bonus amount pursuant to full-time equivalency or FTE. Effective for current employees and payable for the 2020-21 school year.

- **Rightsizing the Little Rock School District** includes improving wage and salary program for all employees. LRSD must take steps to right-size effectively—supporting both the District’s needs and the individual’s employment goals including a competitive salary!

- **Districts, schools, and states have engaged systems** that tie bonuses or salary increase to measures of student achievement as a way to align incentives with goals for improving student learning. Likewise, LRSD should explore options for creative and competitive compensation for employees, especially teachers!