



# Educational Management Solutions

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# Job Classification & Compensation Study

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**PLATTE COUNTY  
SCHOOL DISTRICT**

# Strategic Compensation

- ✓ **Accurate Function / Competency based Job Information**
- ✓ **Analysis of Internal Equity Structures for all Jobs**
- ✓ **Analysis of Competing External Market Sources**
- ✓ **Development of Fair, Compliant, Competitive Structures**
- ✓ **Transition to More Effective Compensation Schedules**



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# Compliance Laws

Methods used create job descriptions that have been developed using all of the most up-to-date Legal and Best Practice standards, Including:

- ✓ Fair Labor Standards Act (FLSA)
- ✓ Americans with Disabilities Act
- ✓ Family Medical Leave Act
- ✓ Equal Pay Act
- ✓ Civil Rights Act
- ✓ Rehabilitation Act
- ✓ Age Discrimination in Employment
- ✓ California Education Codes
- ✓ Personnel Commission Rules



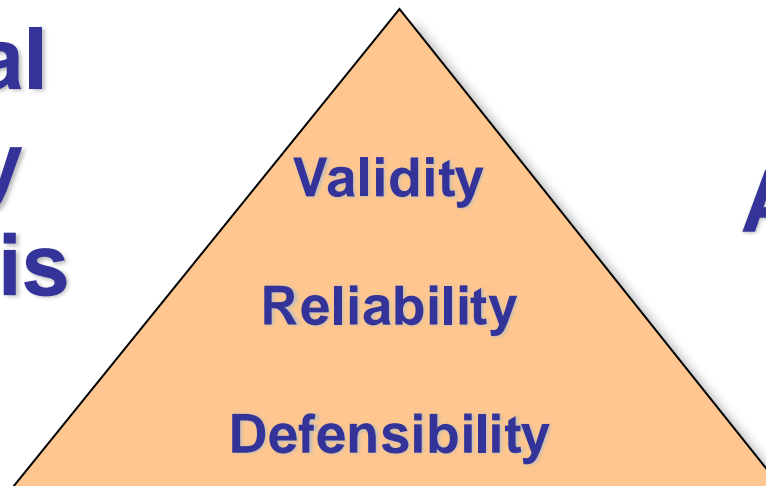


**PLATTE COUNTY  
SCHOOL DISTRICT**

# Compensation Study

**Internal  
Equity  
Analysis**

**Market  
Analysis**



**Strategic Compensation Analysis**



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# **Job Analysis**

## **Data Collection**

**Existing Documents**

**Employee Focus Groups**

**(28 Focus groups, including 135+ employees)**

## **Validation of Data**

**Supervisor Validations**

**Employee Review**

**Administrative Review**



# Job Evaluation (Internal Equity)

All Classifications were evaluated using 33 competency factors which have been validated for school systems in order to identify job value's for each job classification based required prerequisite levels of the following:

## Four Major Groupings

- **Complexity**
- **Responsibility**
- **Skill & Knowledge**
- **Working Conditions**



# MARKET ANALYSIS (External Equity)

A market analysis was conducted of 14 market source employers for the purpose of determining the competitiveness of the Districts benefits for the studied classifications and salaries for the job classifications selected as benchmarks.



# **MARKET ANALYSIS**

## **(External Equity)**

**Blue Springs**

**Liberty**

**Excelsior Springs**

**North Kansas City**

**Ft Osage**

**Park Hill**

**Grain Valley**

**Raymore Peculiar**

**Independence**

**Smithville**

**Kearney**

**St Joseph**

**Lee's Summit**

**West Platte**



# Certified Market Analysis

## **Recommendation:**

Based on the data gathered in the market survey data, it is recommended that the District position itself at 5% above the median of the competitive market. This goal will standardize the level of compensation across all job families relative to the market and will allow the District to reduce attrition and increase applicant availability for hard-to-fill positions.



## Platt Co Certified Market Median

	Degree	D+16 hours	D+24 hours	MASTERS	M+8 hours	M+30 hours	M+50/ED SP
Step 1	\$41,200	\$42,454	\$43,005	\$45,214	\$46,455	\$ 47,725	\$51,490
Step 2	\$41,889	\$42,957	\$43,573	\$46,277	\$47,091	\$ 48,475	\$52,126
Step 3	\$42,543	\$43,593	\$44,154	\$46,932	\$47,727	\$ 49,937	\$52,762
Step 4	\$42,966	\$44,406	\$44,769	\$47,664	\$48,500	\$ 51,331	\$53,398
Step 5	\$43,498	\$45,391	\$45,437	\$49,110	\$49,500	\$ 52,357	\$54,140
Step 6		\$46,875	\$46,106	\$50,172	\$50,500	\$ 53,535	\$54,882
Step 7		\$47,662	\$46,774	\$50,954	\$51,500	\$ 54,740	\$55,874
Step 8		\$48,383	\$47,442	\$51,737	\$52,500	\$ 55,971	\$57,358
Step 9		\$49,103	\$48,229	\$52,520	\$53,500	\$ 57,231	\$58,842
Step 10			\$49,016	\$53,500	\$54,500	\$ 58,519	\$60,327
Step 11			\$49,982	\$54,500	\$55,500	\$ 59,981	\$61,811
Step 12				\$55,296	\$56,500	\$ 61,481	\$62,825
Step 13				\$56,156	\$56,924	\$ 63,018	\$63,600
Step 14				\$57,030	\$57,893	\$ 64,594	\$64,594
Step 15				\$57,858	\$58,808	\$ 66,208	\$66,208
Step 16				\$58,882	\$59,793	\$ 68,029	\$67,420
Step 17				\$60,072	\$60,886	\$ 69,900	\$66,750
Step 18				\$61,262	\$62,076	\$ 71,822	\$67,324
Step 19				\$62,445	\$63,276	\$ 73,685	\$68,413
Step 20				\$63,450	\$64,464	\$ 75,169	\$69,602
Step 21				\$64,200	\$65,653	\$ 76,653	\$70,916
Step 22				\$64,950	\$66,841	\$ 78,137	\$72,230
Step 23				\$65,700	\$68,030	\$ 79,621	\$73,490
Step 24				\$68,350	\$69,218	\$ 81,106	\$74,540
Step 25				\$67,400	\$70,406	\$ 78,900	\$75,581
Step 26				\$68,350	\$70,631	\$ 75,225	\$76,479
Step 27				\$69,200	\$71,746	\$ 76,475	\$77,529
Step 28				\$70,200	\$69,878	\$ 77,725	\$78,580
Step 29				\$71,200	\$70,728	\$ 78,975	\$79,631
Step 30				\$72,200	\$71,581	\$ 80,225	\$80,681



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## Platt Co Certified - \$ Difference from Median

	Degree	D+16 hours	D+24 hours	MASTERS	M+8 hours	M+30 hours	M+50/ED SP
Step 1	-\$436.00	\$793.00	\$1,539.00	\$666.00	\$801.00	\$3,913.00	\$3,293.00
Step 2	-\$514.00	\$939.00	\$1,639.00	\$291.00	\$874.00	\$3,938.00	\$3,479.00
Step 3	-\$547.00	\$961.00	\$1,736.00	\$335.00	\$957.00	\$3,262.00	\$3,677.00
Step 4	-\$340.00	\$816.00	\$1,809.00	\$312.00	\$914.00	\$2,666.00	\$3,888.00
Step 5	-\$233.00	\$509.00	\$1,840.00	-\$414.00	\$655.00	\$2,450.00	\$4,005.00
Step 6		-\$286.00	\$1,880.50	-\$746.00	\$407.00	\$2,094.00	\$4,135.00
Step 7		-\$374.00	\$1,932.50	-\$787.00	\$171.00	\$1,723.00	\$4,028.00
Step 8		-\$386.00	\$1,995.50	-\$817.00	-\$54.00	\$1,339.00	\$3,443.00
Step 9		-\$386.00	\$1,950.50	-\$836.00	-\$267.00	\$939.00	\$2,871.00
Step 10			\$1,916.00	-\$1,041.00	-\$469.00	\$524.00	\$2,312.00
Step 11			\$1,714.50	-\$1,254.00	-\$659.00	-\$52.00	\$1,768.00
Step 12				-\$1,251.00	-\$836.00	-\$653.00	\$1,708.00
Step 13				-\$1,300.00	-\$425.00	-\$1,278.00	\$1,901.00
Step 14				-\$1,351.00	-\$546.50	-\$1,928.00	\$1,890.00
Step 15				-\$1,344.00	-\$601.50	-\$2,602.00	\$1,273.00
Step 16				-\$1,519.50	-\$713.50	-\$3,469.00	\$1,073.00
Step 17				-\$1,850.00	-\$920.50	-\$4,372.00	\$2,770.00
Step 18				-\$2,167.00	-\$1,211.50	-\$5,311.00	\$3,239.00
Step 19				-\$2,464.00	-\$1,499.00	-\$6,176.00	\$3,208.00
Step 20				-\$2,569.00	-\$1,760.00	-\$6,647.00	\$3,093.00
Step 21				-\$2,406.00	-\$2,008.00	-\$7,103.00	\$2,869.00
Step 22				-\$2,229.00	-\$2,241.00	-\$7,544.00	\$2,662.00
Step 23				-\$2,038.00	-\$2,461.00	-\$7,969.00	\$2,525.50
Step 24				-\$3,733.00	-\$2,665.00	-\$8,379.00	\$2,615.00
Step 25				-\$1,814.00	-\$2,855.00	-\$5,081.50	\$2,731.00
Step 26				-\$1,780.00	-\$2,067.00	-\$300.00	\$3,008.00
Step 27				-\$1,631.00	-\$2,154.00	-\$426.00	\$3,150.00
Step 28				-\$1,617.00	\$758.00	-\$535.00	\$3,309.50
Step 29				-\$1,588.00	\$968.00	-\$627.00	\$3,486.50
Step 30				-\$1,544.00	\$1,190.00	-\$702.00	\$3,683.50



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## Platt Co Certified - % Difference from Median

Step 1	Degree	D+16 hours	D+24 hours	MASTERS	M+8 hours	M+30 hours	M+50/ED SP
Step 2	-1.07%	1.83%	3.46%	1.45%	1.70%	7.58%	6.01%
Step 3	-1.24%	2.14%	3.63%	0.62%	1.82%	7.51%	6.26%
Step 4	-1.30%	2.16%	3.78%	0.71%	1.97%	6.13%	6.51%
Step 5	-0.80%	1.80%	3.88%	0.65%	1.85%	4.94%	6.79%
Step 6	-0.54%	1.11%	3.89%	-0.85%	1.31%	4.47%	6.89%
Step 7		-0.61%	3.92%	-1.51%	0.80%	3.76%	7.01%
Step 8		-0.79%	3.97%	-1.57%	0.33%	3.05%	6.72%
Step 9		-0.80%	4.04%	-1.60%	-0.10%	2.34%	5.66%
Step 10		-0.79%	3.89%	-1.62%	-0.50%	1.61%	4.65%
Step 11			3.76%	-1.98%	-0.87%	0.89%	3.69%
Step 12			3.32%	-2.36%	-1.20%	-0.09%	2.78%
Step 13				-2.31%	-1.50%	-1.07%	2.65%
Step 14				-2.37%	-0.75%	-2.07%	2.90%
Step 15				-2.43%	-0.95%	-3.08%	2.84%
Step 16				-2.38%	-1.03%	-4.09%	1.89%
Step 17				-2.65%	-1.21%	-5.37%	1.57%
Step 18				-3.18%	-1.54%	-6.67%	3.98%
Step 19				-3.67%	-1.99%	-7.99%	4.59%
Step 20				-4.11%	-2.43%	-9.15%	4.48%
Step 21				-4.22%	-2.81%	-9.70%	4.25%
Step 22				-3.89%	-3.16%	-10.21%	3.89%
Step 23				-3.55%	-3.47%	-10.69%	3.55%
Step 24				-3.20%	-3.75%	-11.12%	3.32%
Step 25				-5.78%	-4.00%	-11.52%	3.39%
Step 26				-2.77%	-4.23%	-6.88%	3.49%
Step 27				-2.67%	-3.01%	-0.40%	3.78%
Step 28				-2.41%	-3.10%	-0.56%	3.90%
Step 29				-2.36%	1.07%	-0.69%	4.04%
Step 30				-2.28%	1.35%	-0.80%	4.19%



## Platt Co Certified N 6 - Market Median

	Degree	D+16 hours	D+24 hours	MASTERS	M+8 hours	M+30 hours	M+50/ED SP
Step 1	\$43,000	\$43,372	\$44,946	\$46,183	\$46,989	\$ 50,676	\$52,129
Step 2	\$43,000	\$44,272	\$46,295	\$47,569	\$48,351	\$ 51,912	\$53,517
Step 3	\$43,349	\$45,170	\$47,250	\$48,954	\$49,715	\$ 53,148	\$54,918
Step 4	\$44,000	\$46,069	\$48,168	\$49,707	\$50,690	\$ 54,139	\$56,335
Step 5	\$43,968	\$46,969	\$48,627	\$50,285	\$51,684	\$ 55,414	\$57,766
Step 6		\$47,734	\$49,085	\$51,991	\$52,714	\$ 56,719	\$59,212
Step 7		\$46,935	\$49,544	\$53,782	\$53,749	\$ 58,055	\$60,332
Step 8		\$47,456	\$50,003	\$55,628	\$54,818	\$ 59,328	\$61,326
Step 9		\$46,878	\$50,462	\$56,912	\$55,898	\$ 60,565	\$62,325
Step 10			\$50,462	\$58,149	\$57,824	\$ 61,800	\$63,583
Step 11			\$50,462	\$59,384	\$58,960	\$ 63,036	\$64,752
Step 12				\$58,184	\$59,955	\$ 64,272	\$65,801
Step 13				\$59,091	\$57,429	\$ 65,508	\$66,867
Step 14				\$60,136	\$58,280	\$ 66,744	\$68,090
Step 15				\$61,124	\$59,023	\$ 67,980	\$69,331
Step 16				\$62,222	\$59,873	\$ 69,217	\$70,590
Step 17				\$63,603	\$60,900	\$ 67,282	\$71,851
Step 18				\$64,331	\$62,088	\$ 68,495	\$69,623
Step 19				\$65,044	\$63,276	\$ 69,854	\$70,474
Step 20				\$65,756	\$64,464	\$ 71,055	\$71,326
Step 21				\$66,467	\$65,653	\$ 71,780	\$72,178
Step 22				\$67,179	\$66,841	\$ 72,950	\$73,027
Step 23				\$67,891	\$68,030	\$ 74,120	\$75,278
Step 24				\$68,754	\$69,218	\$ 75,459	\$77,654
Step 25				\$69,463	\$70,406	\$ 76,686	\$78,766
Step 26				\$68,384	\$69,874	\$ 74,305	\$77,738
Step 27				\$68,932	\$70,426	\$ 74,864	\$78,301
Step 28				\$69,478	\$70,975	\$ 75,426	\$78,863
Step 29				\$70,026	\$71,526	\$ 75,985	\$79,429
Step 30				\$70,573	\$72,077	\$ 76,546	\$79,991



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## Platt Co Certified - \$ Difference from N 6 - Median

	Degree	D+16 hours	D+24 hours	MASTERS	M+8 hours	M+30 hours	M+50/ED SP
Step 1		-\$2,236.00	-\$125.00	-\$402.00	-\$303.00	\$267.00	\$962.00
Step 2		-\$1,625.00	-\$376.00	-\$1,083.00	-\$1,001.00	-\$385.50	\$501.00
Step 3		-\$1,353.00	-\$616.00	-\$1,360.00	-\$1,687.00	-\$1,030.50	\$51.00
Step 4		-\$1,374.00	-\$847.00	-\$1,590.00	-\$1,731.00	-\$1,275.50	-\$142.00
Step 5		-\$703.00	-\$1,069.00	-\$1,350.00	-\$1,589.00	-\$1,529.00	-\$607.00
Step 6			-\$1,145.00	-\$1,099.00	-\$2,565.00	-\$1,806.50	-\$1,090.00
Step 7			\$353.00	-\$838.00	-\$3,615.00	-\$2,078.00	-\$1,592.00
Step 8			\$541.50	-\$566.00	-\$4,708.00	-\$2,372.00	-\$2,018.00
Step 9			\$1,839.00	-\$283.00	<b>-\$5,228.00</b>	-\$2,664.50	-\$2,395.00
Step 10					<b>-\$5,690.00</b>	-\$3,792.50	-\$2,757.00
Step 11					<b>-\$6,138.00</b>	-\$4,119.00	-\$3,107.00
Step 12					-\$4,139.00	-\$4,290.50	-\$3,444.00
Step 13					-\$4,235.00	-\$930.00	-\$3,768.00
Step 14					-\$4,456.50	-\$934.00	-\$4,078.00
Step 15					-\$4,610.00	-\$817.00	-\$4,374.00
Step 16					-\$4,860.00	-\$794.00	-\$4,657.00
Step 17					<b>-\$5,381.00</b>	-\$935.00	-\$1,753.50
Step 18					<b>-\$5,236.00</b>	-\$1,224.00	-\$1,983.50
Step 19					<b>-\$5,062.50</b>	-\$1,499.00	-\$2,344.50
Step 20					-\$4,874.50	-\$1,760.00	-\$2,533.00
Step 21					-\$4,673.00	-\$2,008.00	-\$2,229.50
Step 22					-\$4,458.00	-\$2,241.00	-\$2,357.00
Step 23					-\$4,229.00	-\$2,461.00	-\$2,467.50
Step 24					-\$4,137.00	-\$2,665.00	-\$2,731.50
Step 25					-\$3,877.00	-\$2,855.00	-\$2,868.00
Step 26					-\$1,813.50	-\$1,310.00	\$620.50
Step 27					-\$1,362.50	-\$833.50	\$1,185.00
Step 28					-\$895.00	-\$339.00	\$1,764.50
Step 29					-\$413.50	\$170.00	\$2,363.00
Step 30					\$83.00	\$694.00	\$2,977.00



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## Platt Co Certified - % Difference from N6 - Median

	Degree	D+16 hours	D+24 hours	MASTERS	M+8 hours	M+30 hours	M+50/ED SP
Step 1	-5.49%	-0.29%	-0.90%	-0.66%	0.57%	1.86%	4.84%
Step 2	-3.93%	-0.86%	-2.40%	-2.15%	-0.80%	0.96%	3.76%
Step 3	-3.22%	-1.38%	-2.96%	-3.57%	-2.12%	0.10%	2.70%
Step 4	-3.22%	-1.87%	-3.41%	-3.61%	-2.58%	-0.26%	1.66%
Step 5	-1.62%	-2.33%	-2.86%	-3.26%	-3.05%	-1.11%	0.65%
Step 6		-2.46%	-2.29%	-5.19%	-3.55%	-1.96%	-0.33%
Step 7		0.75%	-1.72%	-7.21%	-4.02%	-2.82%	-0.72%
Step 8				-9.25%	-4.52%	-3.52%	-0.86%
Step 9				-10.12%	-5.01%	-4.12%	-0.99%
Step 10				-10.85%	-7.02%	-4.67%	-1.51%
Step 11				-11.53%	-7.51%	-5.18%	-1.84%
Step 12				-7.66%	-7.71%	-5.66%	-1.96%
Step 13				-7.72%	-1.65%	-6.10%	-2.09%
Step 14				-8.00%	-1.63%	-6.51%	-2.42%
Step 15				-8.16%	-1.40%	-6.88%	-2.74%
Step 16				-8.47%	-1.34%	-7.21%	-3.06%
Step 17				-9.24%	-1.56%	-2.68%	-3.35%
Step 18				-8.86%	-2.01%	-2.98%	1.33%
Step 19				-8.44%	-2.43%	-3.47%	1.60%
Step 20				-8.01%	-2.81%	-3.70%	1.88%
Step 21				-7.56%	-3.16%	-3.21%	2.18%
Step 22				-7.11%	-3.47%	-3.34%	2.49%
Step 23				-6.64%	-3.75%	-3.44%	0.97%
Step 24				-6.40%	-4.00%	-3.76%	-0.65%
Step 25				-5.91%	-4.23%	-3.89%	-0.58%
Step 26				-2.72%	-1.91%	0.83%	2.20%
Step 27				-2.02%	-1.20%	1.56%	2.95%
Step 28				-1.30%	-0.48%	2.29%	3.70%
Step 29				-0.59%	0.24%	3.02%	4.44%
Step 30				0.12%	0.95%	3.74%	5.18%



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# Certified Market Analysis

## Recommendation:

Based on the data gathered in the market survey data, and general trends across the nation, the District may want to consider the following:

- **Increase the number of steps in the Bachelors & Bachelors Plus educational increments**
- **Reduce the number of educational increments in the schedule**
- **Focus on the Bachelors, Bachelors Plus, and Masters columns**





# Classified & Administrative Market Analysis

## Recommendation:

Based on the data gathered in the market survey data, it is recommended that the District position itself at 5% above the median of the competitive market. This goal will standardize the level of compensation across all job families relative to the market and will allow the District to reduce attrition and increase applicant availability for hard-to-fill positions.





# Platte County School District

## District's Relationship to Market

	Sources	Market Source Job Title	Eff. Date	Step 1 Amount	15th Step	15th Step Width%	District's Relationship to Market					
							Step 1 Amount	Step 1 Percentage	At 15th Step Amount	At 15th Step Percentage		
<b>Accompanist</b>												
	Platte County	Accompanist	7/1/23	19.35	23.83	23%	0.00	0.0%				
	Other Org. Average		# of Sources	20.88	24.74	19%	-1.53	-7.9%	-0.91	-3.8%		
	Other Org. Median		12	21.44	25.61	19%	-2.09	-10.8%	-1.78	-7.4%		
<b>Activities Director</b>												
	Platte County	Activities Director	7/1/23	43.75	56.44		0.00	0.0%				
	Other Org. Average		# of Sources	46.52	60.01	29%	-2.77	-6.3%	-3.57	-6.3%		
	Other Org. Median		9	46.17	61.48	33%	-2.42	-5.5%	-5.04	-8.9%		
<b>Administrative Assistant - Transportation</b>												
	Platte County	Administrative Assistant - Transportat	7/1/23	18.79	23.14	23%	0.00	0.0%				
	Other Org. Average		# of Sources	18.41	24.79	35%	0.38	2.0%	-1.65	-7.1%		
	Other Org. Median		7	17.89	23.75	33%	0.90	4.8%	-0.61	-2.6%		
<b>Assistant Director of Transportation</b>												
	Platte County	Assistant Director of Transportation	7/1/23	28.17	34.71	23%	0.00	0.0%				
	Other Org. Average		# of Sources	32.95	48.78	48%	-4.78	-17.0%	-14.07	-40.5%		
	Other Org. Median		4	32.53	53.38	64%	-4.36	-15.5%	-18.67	-53.8%		
<b>Board Secretary/Secretary to Superintendent</b>												
	Platte County	Board Secretary/Secretary to Superinte	7/1/23	29.51	36.35	23%	0.00	0.0%				
	Other Org. Average		# of Sources	26.06	33.64	29%	3.45	11.7%	2.71	7.4%		
	Other Org. Median		8	25.26	33.46	32%	4.25	14.4%	2.90	8.0%		
<b>Bus Aide</b>												
	Platte County	Bus Aide	7/1/23	15.48	19.07	23%	0.00	0.0%				
	Other Org. Average		# of Sources	14.17	18.05	27%	1.31	8.4%	1.02	5.3%		
	Other Org. Median		7	13.46	17.65	31%	2.02	13.0%	1.42	7.4%		
<b>Bus Driver</b>												
	Platte County	Bus Driver	7/1/23	19.53	24.09	23%	0.00	0.0%				
	Other Org. Average		# of Sources	18.78	23.72	26%	0.75	3.9%	0.37	1.5%		
	Other Org. Median		7	19.00	23.50	24%	0.53	2.7%	0.59	2.4%		
<b>Bus Mechanic</b>												
	Platte County	Bus Mechanic	7/1/23	24.39	30.04	23%	0.00	0.0%				
	Other Org. Average		# of Sources	21.31	27.57	29%	3.08	12.6%	2.47	8.2%		
	Other Org. Median		7	22.51	28.69	27%	1.88	7.7%	1.35	4.5%		





# Platte County School District

## District's Relationship to Market

	Sources	Market Source Job Title	Eff. Date	Step 1		15th Step	15th Step Width%	Step 1		At 15th Step	
				Amount	15th Step			Amount	Percentage	Amount	Percentage
<b>Counselor (183)</b>											
	Platte County	Counselor (193)	7/1/23	26.40	36.60	39%	0.00	0.0%			
	Other Org. Average		# of Sources	33.01	43.41	32%	-6.61	-25.0%	-6.81	-18.6%	
	Other Org. Median		5	33.30	43.23	30%	-6.90	-26.1%	-6.63	-18.1%	
<b>Custodian</b>											
	Platte County	Custodian	7/1/23	16.69	20.55	23%	0.00	0.0%			
	Other Org. Average		# of Sources	16.38	21.06	29%	0.31	1.8%	-0.51	-2.5%	
	Other Org. Median		14	16.50	20.80	26%	0.19	1.1%	-0.25	-1.2%	
<b>Deaf Interpreter</b>											
	Platte County	Deaf Interpreter	7/1/23	24.39	30.04	23%	0.00	0.0%			
	Other Org. Average		# of Sources	22.73	29.50	30%	1.67	6.8%	0.54	1.8%	
	Other Org. Median		6	22.57	28.37	26%	1.83	7.5%	1.67	5.6%	
<b>Director of Communications (260)</b>											
	Platte County	Director of Communications (260)	7/1/23	40.90	52.76	29%	0.00	0.0%			
	Other Org. Average		# of Sources	47.24	62.84	33%	-6.35	-15.5%	-10.08	-19.1%	
	Other Org. Median		9	45.00	58.23	29%	-4.10	-10.0%	-5.47	-10.4%	
<b>Director of Student Services (260)</b>											
	Platte County	Director of Student Services (260)	7/1/23	42.80	55.21		0.00	0.0%			
	Other Org. Average		# of Sources	51.89	64.19	24%	-9.09	-21.2%	-8.98	-16.3%	
	Other Org. Median		4	52.48	66.05	26%	-9.68	-22.6%	-10.84	-19.6%	
<b>Director of Technology (260)</b>											
	Platte County	Director of Technology (260)	7/1/23	45.65	58.89		0.00	0.0%			
	Other Org. Average		# of Sources	48.35	60.79	26%	-2.70	-5.9%	-1.90	-3.2%	
	Other Org. Median		10	50.22	64.72	29%	-4.57	-10.0%	-5.83	-9.9%	
<b>Director of Transportation (260)</b>											
	Platte County	Director of Transportation (260)	7/1/23	40.90	52.76		0.00	0.0%			
	Other Org. Average		# of Sources	44.70	64.06	43%	-3.80	-9.3%	-11.30	-21.4%	
	Other Org. Median		7	45.00	64.72	44%	-4.10	-10.0%	-11.96	-22.7%	
<b>Elementary Assistant Principal (222)</b>											
	Platte County	Elementary Assistant Principal (222)	7/1/23	42.33	54.60		0.00	0.0%			
	Other Org. Average		# of Sources	43.82	55.04	26%	-1.49	-3.5%	-0.44	-0.8%	
	Other Org. Median		6	44.07	54.58	24%	-1.74	-4.1%	0.02	0.0%	
<b>Elementary Principal (222)</b>											
	Platte County	Elementary Principal (222)	7/1/23	51.24	66.10		0.00	0.0%			
	Other Org. Average		# of Sources	50.91	64.84	27%	0.33	0.6%	1.26	1.9%	
	Other Org. Median		12	52.75	64.51	22%	-1.52	-3.0%	1.59	2.4%	



# Platte County School District

## District's Relationship to Market

	Sources	Market Source Job Title	Eff. Date	Step 1			15th Step Width%	District's Relationship to Market			
				Amount	15th Step	15th Step		Amount	Percentage	Amount	Percentage
<b>Executive Administrative Asst - Personnel &amp; Ops</b>	Platte County	Executive Administrative Assistant - P	7/1/23	21.15	26.06	23%	0.00	0.0%			
	Other Org. Average		# of Sources	19.70	26.31	34%	1.45	6.8%	-0.25	-1.0%	
	Other Org. Median		9	20.71	27.08	31%	0.44	2.1%	-1.02	-3.9%	
<b>Executive Administrative Assistant - Receptionist</b>	Platte County	Executive Administrative Assistant - R	7/1/23	21.15	26.06	23%	0.00	0.0%			
	Other Org. Average		# of Sources	19.71	26.07	32%	1.45	6.8%	-0.01	0.0%	
	Other Org. Median		8	20.39	26.99	32%	0.77	3.6%	-0.93	-3.5%	
<b>Executive Director of Business Services (260)</b>	Platte County	Executive Director of Business Services	7/1/23	53.26	68.71		0.00	0.0%			
	Other Org. Average		# of Sources	78.64	87.62	11%	-25.38	-47.6%	-18.91	-27.5%	
	Other Org. Median		5	73.45	84.91	16%	-20.19	-37.9%	-16.20	-23.6%	
<b>Executive Director of Human Resources (260)</b>	Platte County	Executive Director of Human Resources	7/1/23	53.26	68.71		0.00	0.0%			
	Other Org. Average		# of Sources	62.37	86.70	39%	-9.11	-17.1%	-17.99	-26.2%	
	Other Org. Median		5	62.98	86.70	38%	-9.72	-18.2%	-17.99	-26.2%	
<b>Executive Director of Pupil Services (260)</b>	Platte County	Executive Director of Pupil Services (260)	7/1/23	53.26	68.71		0.00	0.0%			
	Other Org. Average		# of Sources	62.35	76.58	23%	-9.09	-17.1%	-7.87	-11.4%	
	Other Org. Median		5	63.75	74.95	18%	-10.48	-19.7%	-6.24	-9.1%	
<b>General Maintenance</b>	Platte County	General Maintenance	7/1/23	17.19	21.17	23%	0.00	0.0%			
	Other Org. Average		# of Sources	18.61	24.69	33%	-1.42	-8.3%	-3.52	-16.6%	
	Other Org. Median		10	18.00	25.22	40%	-0.80	-4.7%	-4.05	-19.1%	
<b>High School Assistant Principal (260)</b>	Platte County	High School Assistant Principal (260)	7/1/23	43.75	56.44		0.00	0.0%			
	Other Org. Average		# of Sources	49.61	62.71	26%	-5.86	-13.4%	-6.27	-11.1%	
	Other Org. Median		11	49.60	63.02	27%	-5.85	-13.4%	-6.58	-11.7%	
<b>High School Office Supervisor</b>	Platte County	High School Office Supervisor	7/1/23	18.79	23.14	23%	0.00	0.0%			
	Other Org. Average		# of Sources	18.41	23.92	30%	0.38	2.0%	-0.78	-3.4%	
	Other Org. Median		8	18.40	23.68	29%	0.40	2.1%	-0.54	-2.3%	
<b>High School Principal (260)</b>	Platte County	High School Principal (260)	7/1/23	52.31	67.48		0.00	0.0%			
	Other Org. Average		# of Sources	60.09	71.57	19%	-7.78	-14.9%	-4.09	-6.1%	
	Other Org. Median		12	58.44	68.14	17%	-6.13	-11.7%	-0.66	-1.0%	



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# Platte County School District

## District's Relationship to Market

	Sources	Market Source Job Title	Eff. Date	Step 1		15th Step	15th Step Width%	Step 1		At 15th Step	
				Amount	15th Step			Amount	Percentage	Amount	Percentage
<b>High School Registrar</b>	Platte County	High School Registrar	7/1/23	18.24	22.46	23%	0.00	0.0%			
	Other Org. Average		# of Sources	17.20	23.10	34%	1.04	5.7%	-0.64	-2.9%	
	Other Org. Median		9	16.78	21.79	30%	1.46	8.0%	0.67	3.0%	
<b>Human Resources Specialist</b>	Platte County	Human Resources Specialist	7/1/23	29.51	36.35	23%	0.00	0.0%			
	Other Org. Average		# of Sources	23.33	30.28	30%	6.18	20.9%	6.07	16.7%	
	Other Org. Median		8	22.23	28.55	28%	7.29	24.7%	7.80	21.5%	
<b>HVAC Technician</b>	Platte County	HVAC Technician	7/1/23	25.61	31.55	23%	0.00	0.0%			
	Other Org. Average		# of Sources	21.91	27.82	27%	3.70	14.5%	3.73	11.8%	
	Other Org. Median		12	22.22	28.88	30%	3.39	13.2%	2.67	8.5%	
<b>ISS Supervisor</b>	Platte County	ISS Supervisor	7/1/23	21.78	26.83	23%	0.00	0.0%			
	Other Org. Average		# of Sources	20.36	24.86	22%	1.42	6.5%	1.97	7.3%	
	Other Org. Median		6	19.89	24.67	24%	1.90	8.7%	2.17	8.1%	
<b>Lead Custodian - High School</b>	Platte County	Lead Custodian - High School	7/1/23	17.71	21.81	23%	0.00	0.0%			
	Other Org. Average		# of Sources	19.19	24.33	27%	-1.48	-8.4%	-2.52	-11.5%	
	Other Org. Median		11	18.74	24.79	32%	-1.03	-5.8%	-2.98	-13.7%	
<b>Lead Mechanic</b>	Platte County	Lead Mechanic	7/1/23	26.83	33.04	23%	0.00	0.0%			
	Other Org. Average		# of Sources	25.60	32.18	26%	1.23	4.6%	0.86	2.6%	
	Other Org. Median		6	25.51	32.61	28%	1.32	4.9%	0.44	1.3%	
<b>Library Media Assistant</b>	Platte County	Library Media Assistant	7/1/23	14.83	18.27	23%	0.00	0.0%			
	Other Org. Average		# of Sources	14.95	19.40	30%	-0.11	-0.8%	-1.13	-6.2%	
	Other Org. Median		10	14.90	19.23	29%	-0.06	-0.4%	-0.96	-5.2%	
<b>Library Media Specialist (193)</b>	Platte County	Library Media Specialist (193)	7/1/23	26.40	36.60	39%	0.00	0.0%			
	Other Org. Average		# of Sources	30.75	38.73	26%	-4.35	-16.5%	-2.13	-5.8%	
	Other Org. Median		4	30.04	39.96	33%	-3.64	-13.8%	-3.36	-9.2%	
<b>Lunchroom Monitor</b>	Platte County	Lunchroom Monitor	7/1/23	13.57	16.57	22%	0.00	0.0%			
	Other Org. Average		# of Sources	13.46	17.03	27%	0.11	0.8%	-0.46	-2.8%	
	Other Org. Median		11	12.97	17.23	33%	0.60	4.4%	-0.66	-4.0%	



# Platte County School District

## District's Relationship to Market

	Sources	Market Source Job Title	Eff. Date	Step 1 Amount	15th Step	15th Step Width%	Step 1		At 15th Step	
							Amount	Percentage	Amount	Percentage
<b>Middle School Assistant Principal (260)</b>										
	Platte County	Middle School Assistant Principal (260)	7/1/23	38.99	50.30		0.00	0.0%		
	Other Org. Average		# of Sources	46.99	59.01	26%	-7.99	-20.5%	-8.71	-17.3%
	Other Org. Median		10	46.18	58.39	26%	-7.19	-18.4%	-8.09	-16.1%
<b>Middle School Principal (260)</b>										
	Platte County	Middle School Principal (260)	7/1/23	47.55	61.34		0.00	0.0%		
	Other Org. Average		# of Sources	57.01	68.35	20%	-9.46	-19.9%	-7.01	-11.4%
	Other Org. Median		12	56.65	66.87	18%	-9.09	-19.1%	-5.53	-9.0%
<b>Network Technician - Infrastructure</b>										
	Platte County	Network Technician - Infrastructure	7/1/23	25.61	31.55	23%	0.00	0.0%		
	Other Org. Average		# of Sources	24.28	31.95	32%	1.33	5.2%	-0.40	-1.3%
	Other Org. Median		6	23.49	32.16	37%	2.13	8.3%	-0.61	-1.9%
<b>Network Technician - Security</b>										
	Platte County	Network Technician - Security	7/1/23	25.61	31.55	23%	0.00	0.0%		
	Other Org. Average		# of Sources	24.28	31.95	32%	1.33	5.2%	-0.40	-1.3%
	Other Org. Median		6	23.49	32.16	37%	2.13	8.3%	-0.61	-1.9%
<b>Network Technician - Systems</b>										
	Platte County	Network Technician - Systems	7/1/23	25.61	31.55	23%	0.00	0.0%		
	Other Org. Average		# of Sources	24.61	32.42	32%	1.00	3.9%	-0.87	-2.8%
	Other Org. Median		6	23.94	32.16	34%	1.67	6.5%	-0.61	-1.9%
<b>Paraprofessional Level 1 - General</b>										
	Platte County	Paraprofessional Level 1 - General	7/1/23	16.20	19.95	23%	0.00	0.0%		
	Other Org. Average		# of Sources	15.35	19.27	26%	0.85	5.3%	0.68	3.4%
	Other Org. Median		12	15.31	19.08	25%	0.89	5.5%	0.87	4.4%
<b>Para Lvl 2 - Intensive Behavior and Personal Care</b>										
	Platte County	Paraprofessional Level 2 - Intensive Behavior and Personal Care	7/1/23	16.69	20.55	23%	0.00	0.0%		
	Other Org. Average		# of Sources	16.57	21.08	27%	0.12	0.7%	-0.53	-2.6%
	Other Org. Median		11	16.43	20.45	24%	0.26	1.6%	0.10	0.5%
<b>Parents as Teachers</b>										
	Platte County	Parents as Teachers	7/1/23	23.79	29.30	23%	0.00	0.0%		
	Other Org. Average		# of Sources	21.88	27.21	24%	1.91	8.0%	2.09	7.1%
	Other Org. Median		11	22.50	26.82	19%	1.29	5.4%	2.48	8.5%
<b>Payroll Specialist</b>										
	Platte County	Payroll Specialist	7/1/23	25.61	31.55	23%	0.00	0.0%		
	Other Org. Average		# of Sources	22.21	28.70	29%	3.39	13.2%	2.85	9.0%
	Other Org. Median		6	22.00	27.84	27%	3.68	14.3%	3.71	11.8%







# Platte County School District

## District's Relationship to Market

	Sources	Market Source Job Title	Eff. Date	Step 1 Amount	15th Step	15th Step Width%	District's Relationship to Market			
							Step 1		At 15th Step	
							Amount	Percentage	Amount	Percentage
<b>Physical Therapist</b>	Platte County	Physical Therapist	7/1/23	37.50	46.18	23%	0.00	0.0%		
	Other Org. Average		# of Sources	34.28	44.77	31%	3.22	8.6%	1.41	3.0%
	Other Org. Median		7	34.93	44.11	26%	2.57	6.9%	2.07	4.5%
<b>Registered Nurse</b>	Platte County	Registered Nurse	7/1/23	29.51	36.35	23%	0.00	0.0%		
	Other Org. Average		# of Sources	27.75	35.39	28%	1.76	6.0%	0.96	2.7%
	Other Org. Median		9	27.29	34.99	28%	2.22	7.5%	1.36	3.7%
<b>School Psychologist (198)</b>	Platte County	School Psychologist (198)	7/1/23	25.73	35.45	38%	0.00	0.0%		
	Other Org. Average		# of Sources	35.13	46.33	32%	-9.39	-36.5%	-10.88	-30.7%
	Other Org. Median		7	34.93	45.92	31%	-9.20	-35.7%	-10.47	-29.5%
<b>School Resource Officer</b>	Platte County	School Resource Officer	7/1/23	18.24	22.46	23%	0.00	0.0%		
	Other Org. Average		# of Sources	18.55	23.83	28%	-0.31	-1.7%	-1.37	-6.1%
	Other Org. Median		7	17.50	23.03	32%	0.74	4.1%	-0.57	-2.5%
<b>School Social Worker</b>	Platte County	School Social Worker	7/1/23	32.46	39.39	21%	0.00	0.0%		
	Other Org. Average		# of Sources	31.28	41.77	34%	1.18	3.6%	-2.38	-6.0%
	Other Org. Median		5	30.90	41.44	34%	1.56	4.8%	-2.05	-5.2%
<b>Speech Language Pathologist (183)</b>	Platte County	Speech Language Pathologist (183)	7/1/23	27.84	38.60	39%	0.00	0.0%		
	Other Org. Average		# of Sources	33.53	44.60	33%	-5.68	-20.4%	-6.00	-15.5%
	Other Org. Median		8	33.34	44.12	32%	-5.50	-19.8%	-5.52	-14.3%



# Internal Equity Analysis

## Recommendation:

Utilize the study's internal equity findings to make adjustments in wage structure to ensure a consistent, understandable and legally compliant internal equity structure for each of the studied job classifications.





# Wage Schedule Analysis

## **Recommendation:**

Based on the data gathered in analyzing the District's wage schedules, the District can either continue utilizing its current wage schedules or adopt new square wage schedules.





**PLATTE COUNTY  
SCHOOL DISTRICT**

## Implementation Strategies

### **No Financial Impact**

- Adopt Revised Job Descriptions**
- Re-title Jobs for Consistency**
- Utilize Job Description Data**





**PLATTE COUNTY  
SCHOOL DISTRICT**

## **Findings & Implementation**

### **With Financial Impact**

- **Adopt adjusted wage schedules**
- **Hire new employees using the adopted wage structures**
- **Place current employees on the correct range, at the step equal to their current step.**



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# Thank You

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