



Fecha: 30 de noviembre de 2022  
Para: Junta Directiva del Distrito Escolar de Salem-Keizer  
De: Hank Harris, *Human Capital Enterprises*  
Re: Análisis de compensación y recomendación para el Superintendente de las Escuelas Públicas de Salem-Keizer, 2023-24

Estimada Junta Directiva Escolar:

En preparación para la apertura de su vacante del superintendente, el 5 de diciembre, es importante que lleven a cabo un proceso de diálogo sobre la compensación salarial de su nuevo superintendente, a partir del 1 de julio de 2023.

*Human Capital Enterprises* participó con COSA en la asociación con *RS2 Education Consulting*, para realizar un análisis de compensación salarial para Salem-Keizer. El análisis se puede consultar en los dos documentos adjuntos.

El Anexo A compara Salem-Keizer con los 9 distritos más grandes del estado. Es útil tener al menos nueve comparadores para realizar un análisis.

A pesar de eso, solo hay dos distritos escolares en Oregon de tamaño similar a Salem-Keizer: Portland Public y Beaverton. El Anexo B se enfoca en esos dos distritos, así como también en Hillsboro.

Dados los resultados de este análisis, nuestro equipo recomienda el siguiente paquete de compensación para su nuevo superintendente a partir del 1 de julio de 2023:

- Salario: de 300.000 a 340.000 dólares
- Compensación total: de 365.000 a 425.000 dólares

Esperamos dialogar sobre esto con ustedes esta noche.

Atentamente,

Hank Harris



# Contract Analysis

**Randy Schild**  
 503-812-5595  
[randy@rs2education.com](mailto:randy@rs2education.com)

**Rob Saxton**  
 503-781-0454  
[rob@rs2education.com](mailto:rob@rs2education.com)

## 2022-2023 Superintendent Contract - Salary and Benefit Comparisons Salem-Keizer SD 24J

The following Districts were used as a comparison group for this analysis:

State Rank by Size	District	Student Population
District 1	Portland SD 1J	45,123
District 3	Beaverton SD 48J	39,180
District 4	Hillsboro SD 1J	19,013
District 5	Bend-LaPine Admin SD 1	17,419
District 6	North Clackamas SD 12	16,589
District 7	Eugene SD 4J	16,482
District 8	Medford SD 549C	14,135
District 9	Tigard-Tualatin SD 23J	11,767
District 10	Gresham-Barlow SD 10J	11,471

	Salary	* PERS Adjusted Salary	Travel Allowance	Disrict Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 213,831	\$213,831	\$4,320	\$14,000	\$1,200	\$500	\$245,731	\$245,731
Highest Comparison	\$ 339,900	\$319,506	\$14,400	\$46,878	\$4,800	\$50,000	\$418,795	\$441,970
Average of Comparisons	\$ 265,248	\$257,354	\$8,613	\$26,012	\$2,800	\$23,795	\$309,709	\$319,943
** Number of contracts included in average			9	9	6			

Current Contract of District Requesting Analysis

District 2	Salem-Keizer	\$299,080	\$290,369	\$3,000	\$35,000	\$0	\$20,674	\$349,043	\$365,795
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### Additional Contract Analysis

- Salary** Salem currently ranks #3 in salary when compared against the 10 largest districts in the state
- Travel** Salem currently provides the lowest travel stipend of any of the top 10 districts in the state, over \$5,000 below average
- TSA** Salem currently ranks #3 in TSA contribution by the District when compared to the largest districts in the state
- Total Comp** Salem's total compensation currently ranks #2 or #3, depending on the incentive pay earned by one Superintendent

**No Cause Termination** All Districts in this group provide either 12-months protection, or they do not have any no-cause language

- \* Note The salary of superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for more accurate comparisons
- \*\* Note Average is calculated as an average of those comparison districts who provide this benefit



# Contract Analysis

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## 2022-2023 Superintendent Contract - Salary and Benefit Comparisons Salem-Keizer SD 24J

The following Districts were used as a comparison group for this analysis:

State Rank by Size	District	Student Population
District 1	Portland SD 1J	45,123
District 3	Beaverton SD 48J	39,180
District 4	Hillsboro SD 1J	19,013
0	0	-
0	0	-
0	0	-
0	0	-
0	0	-
0	0	-

	Salary	* PERS Adjusted Salary	Travel Allowance	District Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 260,433	\$244,807	\$4,320	\$34,000	\$2,400	\$37,037	\$340,722	\$355,747
Highest Comparison	\$ 339,900	\$319,506	\$9,000	\$46,878	\$3,000	\$50,000	\$418,795	\$441,970
Average of Comparisons	\$ 310,786	\$292,139	\$7,040	\$39,989	\$2,700	\$43,519	\$369,980	\$386,970
** Number of contracts included in average			3	3	2			

Current Contract of District Requesting Analysis

District 2	Salem-Keizer	\$299,080	\$290,369	\$3,000	\$35,000	\$0	\$20,674	\$349,043	\$365,795
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### Additional Contract Analysis

- Salary** Salem currently ranks #3 in salary when compared against the 4 largest districts in the state
- Travel** Salem currently provides the lowest travel stipend of any of the top 4 districts in the state, over \$4,000 below average
- TSA** Salem currently ranks #3 in TSA contribution by the District
- Total Comp** Salem's total compensation currently ranks #2 or #3, depending on the incentive pay earned by one Superintendent

**No Cause Termination** All Districts in this group provide either 12-months protection, or they do not have any no-cause language

\* Note The salary of superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for more accurate comparisons

\*\* Note Average is calculated as an average of those comparison districts who provide this benefit