



Date: November 30, 2022

To: Board of Directors, Salem-Keizer School District

From: Hank Harris, Human Capital Enterprises

Re: Compensation Analysis and Recommendation for Superintendent of Salem Keizer Public Schools, 2023-24

Dear Board,

In preparation for the opening of your Superintendent Search vacancy on December 5, it is important that you engage in a discussion regarding the compensation for your new Superintendent, effective July 1, 2023.

Human Capital Enterprises engaged with COSA partners *RS2 Education Consulting* to conduct a compensation analysis for Salem-Keizer. The analysis can be viewed on the attached two documents.

Addendum A compares Salem-Keizer to the 9 largest districts in the state. It is useful to have at least nine comparators in order to conduct an analysis.

Notwithstanding that, there are only two school districts in Oregon of similar size to Salem-Keizer: Portland Public and Beaverton. Addendum B focuses on those two districts as well as Hillsboro.

Given the results of this analysis, our team recommends the following compensation package for your new superintendent effective July 1, 2023:

- Salary: \$300,000 to \$340,000
- Total Compensation: \$365,000 to \$425,000

We look forward to discussing this with you tonight.

Warmly,

Hank Harris



Contract Analysis

Randy Schild
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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
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



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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