



DATE: April 6, 2022

TO: Board of Education

FROM: Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

SUBJECT: School Services of California, Inc. Proposal for Tahoe Truckee Unified School District (TTUSD) Job Classifications Special Study

PRESENTED BY: Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

ACTION REQUESTED

Review the two options provided and approve one option of the School Services of California, Inc. (SSC) Proposal for Tahoe Truckee Unified School District (TTUSD) Job Classifications Special Study

BACKGROUND INFORMATION

Tahoe Truckee Unified School District requested a proposal for a Special Study to SSC to conduct an analysis of the internal job hierarchy and compensation structure for the District's certificated, classified, and executive management job classifications as well as a Total Compensation Study for the certificated, classified, and executive management and certificated and classified nonmanagement job classifications in the District (provided in Attachment A) as compared to other school districts in the geographical area or with similar characteristics (provided in Attachment B).

- Option 1—Special Study with 88 job classifications: \$107,500.00, plus expenses
- Option 2—Special Study with 70 job classifications (CSEA benchmarks): \$93,700.00, plus expenses

“Expenses” are defined as actual, out-of-pocket expenses necessary for the completion of the project, such as travel, meals, shipping, and duplication of materials. If additional meetings or presentations are required that are not described in this proposal (for example, a board presentation), a charge of \$310.00 per hour, per consultant, will be billed in addition to actual and reasonable expenses.

Study Timeline

We will commence work on the proposed services on a mutually arranged date. The draft report for each phase of work is expected to be completed within six to eight weeks after all requested documentation has been received. The Total Compensation Study relies on participation of the districts selected for the study. The final reports will be completed on a mutually agreed-upon schedule.

RESOURCES REQUIRED: Option 1 - \$107,500.00, plus expenses
Option 2 - \$93,700.00, plus expenses

PREPARED BY: Carmen Ghysels, Superintendent Chief Learning Officer

Attachments: Special Study from School Services of California