



Date: June 11, 2020
To: Board of Directors
Submitted By: Melissa Alatorre Alnas
Re: Compensation Study Update

Background

In October of 2019, Navigator Schools Board of Directors authorized the CEO to utilize paid consultancy during the Navigator Schools compensation study. Since then, Navigator Schools has entered into a partnership with Edgility Consulting to implement a thorough study that will result in a comprehensive compensation program where employees feel valued, are supported in their professional growth, and know that their wages are competitive with neighboring districts and charter schools.

Study Status

As of June 9, 2020, Edgility has completed external benchmarking and structure design portions of the study. This portion of the study will be presented to Navigator within the next few weeks. Structure design and client support will be completed by the end of June 2020.

Structure Design

Edgility has built a recommended salary structure for each position and level within the organization and also provides suggestions for benefits policies and other employee supports.

Client Support

Edgility, with Navigator's feedback on initial recommendations, has developed final recommendations. The recommendations will be presented for approval to site and organizational leadership on June 15, 2020. Implementation support is also part of the compensation study partnership agreement. This includes:

- an implementation plan,
- frameworks and tools to guide future compensation decisions, and
- developing an implementation plan for a phased rollout approach.

Next Steps

Edgility's final steps in the compensation study process are as follows:

- Support Navigator in the implementation of a new compensation program where fiscally feasible
- Support Navigator in the creation of a multi-year rollout plan because all elements of the program are not feasible for implementation at this time

Summary

Navigator Schools is a strong charter school organization that has achieved much success. Acknowledging the dedication, hard work, and perseverance that our employees in all positions put into our schools and organization every day is crucial to Navigator's continued success. Navigator Schools leadership looks forward to continuing to work with Edgility to implement a multi-year rollout plan that immediately addresses elements of the findings that are not connected to monetary compensation, and phases in payroll changes as soon as fiscally possible with NS Board approval.