
Communication points regarding Comp Study

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Date Thu 3/6/2025 8:00 AM

To Condron, Neysa [MD] <ncondron@mseanea.org>

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Hi Neysa and team,

Thanks for meeting last week regarding the compensation study conducted by CESA last year. As discussed, below are a few talking points that we would appreciate you incorporating into your update communication to unit members regarding the study. While we all recognize that there is more work to be done, I think it's productive for everyone to highlight what we can work with from the report and what next steps are.

Of course your communication is at your discretion, but I hope you will consider it.

Thanks,
Maira

- The study was completed in June 2024 and while it addressed the contracted scope of the project, HR believes that there is more work to be done in order to complete a comprehensive compensation review for the selected positions and to make appropriate market adjustment recommendations.
- The study did provide us the foundation to begin a targeted review for creating classification specifications for school-based administrative support, including looking at modernizing and clarifying certain position titles.
- As a next step, HR will be leading a collaborative project with all divisions to develop position descriptions for HCPSS positions. This work is foundational for future compensation and classification analysis, and it will provide clarity to all employees regarding expected responsibilities for their job.

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