

# Guilford County Schools

## Strategic Compensation Forums

November 16, 18, 23

### Guidelines for Success:

- We are here to learn from each other so **listening** respectfully will be critical to our success.
- We are here to get new ideas so **acknowledging** each opinion will be critical to our success.
- We are here to collect ideas so your **participation** will be critical to our success.

### Strategic Plan:

Goal III: Strategic Human Resource Management

*Strategy 4: Evaluate and refine a pay structure that recognizes the need to differentiate compensation for hard-to-fill positions.*

GCS will, in collaboration with SERVE, Westat (Mission Possible researchers) and Mathematica, evaluate the impact of current differentiated compensation structures and examine and revise the current compensation package for all hard-to-fill areas (exceptional children, science and mathematics). Launch date, June, 2009.

### Key Terms:

**Pay for Performance-** Incentive system based upon results achieved (VAD, AYP, Goals Met)  
**Differentiated Compensation-** Incentive system based upon work location or job role (hard to staff)  
**Strategic Compensation-** Incentive system that combines multiple factors to leverage monetary resources to achieve the best talent for all work locations and job roles  
**Classified-** a non-licensed employee (office assistant, carpenter, bus driver)  
**Certified-** a licensed employee (teacher, principal, guidance counselor)

### Key Questions:

1. Should GCS implement an employee incentive program?
2. What should be the employee eligibility criterion?
3. What should be the school or department eligibility criterion?
4. For what should we provide incentives?

**Thank you to our host schools, Smith High School and Southwest High School!**

## YOUR NOTES

<p><b>Question 1</b> Should GCS implement an employee incentive program?</p>	<p><b>Question 2</b> What should be the employee eligibility criterion?</p>
<p><b>Question 3</b> What should be the school or department eligibility criterion?</p>	<p><b>Question 4</b> For what should we provide incentives?</p>

Remember to visit our resource website at:

<http://www.gcsnc.com/whatmatters/resources.htm>.