Agenda Item Details

Meeting	Oct 17, 2023 - School Board Meeting Agenda - 6:00 PM
Category	I. Consent - Business Services
Subject	2. Approval to Award ITN No. N237465JA - Compensation Structure and Framework
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	171,000.00
Budgeted	Yes
Budget Source	Up to $171,000.00 will be funded from budgeted Business Services funds. This agenda item is specifically for the approval of the award. Funds will only be expended within the existing resources of the applicable location.
Recommended Action	Approval to award ITN No. N237465JA for Compensation Structure and Framework, to Evergreen Solutions, LLC, as indicated on the attached tabulation sheet. This ITN will be effective for one year, beginning October 17, 2023 through October 16, 2024, with renewal options for three additional one-year periods, upon the written agreement of the vendor and the District, for up to $171,000.00, for the first year of the base contract period of October 17, 2023 through October 16, 2024. Services include conducting a thorough and comprehensive review of the District's existing pay and classification plan for all employee groups. The review shall be divided into two separate projects: one for Administrator, N Salary and SPALC employees; and a second one for Instructional Staff. It is intended that the projects will determine if the salary schedules of all employee groups are competitive with other school systems and the market in general, identify any existing classification problems, recommend necessary changes to correct identified problems, recommend options for implementation of a plan to correct existing problems, and provide tools to allow the District to conduct periodic reviews of market data beyond the initial comprehensive study. It is expected that the results will indicate what actions should be taken, if any, to avoid loss of qualified staff and challenges in recruiting new employees to the District. Approval authorizes the Superintendent to execute all related documents.
Goals	📈 Objective 4 - Increase Workforce Success

Invitation to Negotiate No. N237465JA is for Compensation Structure and Framework. Services include conducting a thorough and comprehensive review of the District's existing pay and classification plan for all employee groups. The review shall be divided into two separate projects: one for Administrator, N Salary and SPALC employees; and a second one for Instructional Staff. It is intended that the project will determine if the salary schedules of all employee groups are competitive with other school systems and the market in general, identify any existing classification problems, recommend necessary changes to correct identified problems, recommend options for implementation of a plan to correct existing problems, and provide tools to allow the District to conduct periodic reviews of market data beyond the initial comprehensive study. It is expected that the results will indicate what actions should be taken, if any, to avoid loss of qualified staff and challenges in recruiting new employees to the District. It is recommended the award be made to Evergreen Solutions, LLC, as indicated on the attached tabulation sheet, effective for one year, beginning October 17, 2023 through October 16, 2024, with renewal options for three additional one-year periods, for up to $171,000.00, for the first year of the base contract period of October 17, 2023 through October 16, 2024. Twenty-seven (27) vendors were notified of the ITN, three (3) vendors submitted a Proposal, two (2) vendors submitted a No Bid, and twenty-two (22) vendors did not respond.

There is 1 PDF attached.

[Contact Person: Dr. Ami Desamours, Chief Financial Officer]

📄 N237465JA - Scoring Summaries & Bid Tabulation.pdf (169 KB)

Motion & Voting

Approved as part of the Consent Agenda.

Motion by Jada Fleming, second by Debbie Jordan.
Final Resolution: Motion Carried
Yea: Cathleen Morgan, Chris Patricca, Melisa Giovannelli, Debbie Jordan, Samuel Fisher, Jada Fleming