

## **Board Presentation on Staff Retention, May 1st, 2014**

My name is Earl J. Brewer III. I am a property owner in the Cy-Fair Independent School District, one of the tax bases from which LSCS derives its funding. I am employed at the Fairbanks Center as a Maintenance Specialist. I am a Staff Representative of the American Federation of Teachers.

I stand before the Lone Star Board to ask you to reconsider the Administration's implementation of the Evergreen Solutions Compensation and Classification Study. LSCS's strategic goal of retaining knowledgeable and skilled employees has been undermined by inaccurate reclassification that does not compensate employees according to the work they actually perform or match appropriate job titles to their work.

There is widespread dissatisfaction with the compensation structure produced by the Administration due to the Evergreen Solutions Study. Many longtime employees are no longer recognized, nor compensated, for their experience.

The study also failed to bring consistency across the campuses. Some employees are still doing work above and beyond their job duties, while others in similar positions at different campuses are doing less. Professional and support staff do not receive stipends for executive work done when their supervisors and managers are out, or when they take over additional work for a position that has not, or will not, be filled. Police Officers with equivalent experience, yet with more years of service at LSCS, make less than officers hired more recently. Some employees have more than one job title. Which job title governs their compensation?

The job descriptions within the pay bands are also problematic. For instance, a Veterinary Tech 1, Pay Band 021, is expected to perform general maintenance and repair of college facilities and MUST have experience with Novel Netware, which is more appropriate for an OTS technician.

It is within the Board's power to correct this inequity for the next budget year. Failure to act will ensure the continued exodus of highly qualified employees as the economy improves.

The CFISD Board is going to correct compensation inequities with their staff for next budget year. This should be part of the core calculations in next year's Lone Star budget also. I ask that the Board fulfill the promise that the Administration made to employees in February of 2013 to compensate them according to the work they actually perform and match appropriate job titles to their work.

Thank you.