



# Sign Up for SEC Salary Study

**Are your salaries set to compete with the job market?**

**Do salaries and supplements compare with other districts?**

**How about your salary schedules; do they need work?**

School Efficiency Consultants (SEC) can answer all these questions and more for your district. Sign up is under way for studies of certified and classified employee compensation completed by veteran education administrators who understand the challenges districts face. Participating districts will receive an individual analysis and specific recommendations for improving inequities and enhancing their salary structure.

## SEC Salary Studies Feature:

- ◆ Candid discussion with district leaders about salary issues and consensus on goals.
- ◆ Individual analysis with comparison information with job market and/or district positions.
- ◆ Recommendations tailored to your district for key areas needing salary changes.
- ◆ Options for budget phase-in from seasoned finance officials.



"We have worked with School Efficiency Consultants on two major projects. For the first one, SEC came in and helped our CFO look for ways to maximize our efficiency. This resulted in saving over a million dollars that we put towards long overdue raises for our non-certified staff. The second project was a salary study that we did along with 3 other neighboring districts. SEC's information was by far the most accurate our school system has ever received about how competitive our pay structure is compared to other districts. This information has been vital to communicating with our county manager and County Commissioners to assist us with funding our schools. I highly recommend SEC to other school districts!"

**Dr. Chris Lowder, Superintendent,  
Cabarrus County Schools**

**Studies will begin in July so call or email today. Pricing improves when more districts are involved!**



Contact:

Hank Hurd, SEC Partner

919-698-5449

hhurd@secrives.com

<http://www.schoolefficiencyconsultants.com/>