



Twin Rivers Unified School District

2016-2017 District Communication UPDATE with Twin Rivers School Police Association

November 16, 2016

Compensation/Classification Update:

Twin Rivers Unified School District and Twin Rivers School Police Association (TRSPA) are currently undergoing a Compensation and Classification Study as was agreed to during the 2015-2016 negotiations. The study is being conducted by the consulting firm of Ralph Andersen & Associates (the Firm).

The Compensation and Classification Process includes: [\(Indicates the current phase of the study\)](#)

- Review of all TRSPA current job descriptions by TRSPA Members and District
- Suggested modifications of current job descriptions submitted to the Firm
- Interviews were conducted by the Firm with each represented classification on Wednesday, October 26, 2016
- [The Firm completes an analysis and recommendations \(analysis in progress\)](#)
- Compensation and Classification Report submitted to the District by the Firm
- Review of Compensation and Classification Report with TRSPA
- Board Approves the new/revised classifications and compensations
- Implementation of the new/revised classifications and compensations

The impact of the Compensation Classification outcome will take effect prior to 2016-2017 negotiations.

Kris McClintock
Twin Rivers School Police Association (TRSPA)
President

Date

Gina Carreón
Assistant Superintendent Human Resources

Date