



Challenge

Pay was not competitive and salaries were inconsistent across roles, creating equity concerns, compression, and retention risk.

Approach

Led a compensation project in partnership with an external consultant, moving from data to a Board-aligned structure and clear communication.

- **Phase 1 - Data Acquisition & Analysis:** Gathered current salaries; benchmarked roles against peer institutions at local, state, and national levels; reviewed internal equity and role alignment.

- **Phase 2 - Strategy & Structure:** Defined a compensation philosophy focused on internal equity and external competitiveness; designed salary bands/levels and progression guidelines aligned to the Board's directive.

- **Phase 3 - Implementation & Communication:** Built a budgeted, phased adjustment plan; partnered with Finance/Operations on modeling; created manager toolkits and staff communications to ensure clarity and consistency.

Outcome

Implemented a clear, market-aligned salary scale and ranges; increased transparency and consistency; positioned the school to retain talent and plan future adjustments.

Why it worked: Clear philosophy + clean bands + practical manager tools turned an equity problem into a repeatable compensation system.

Engagement at a glance

Client: K-12 independent school

Size: 120+ staff

Focus: internal equity + external competitiveness

Outputs: philosophy, salary bands, progression, comms toolkit

Typical deliverables

Role inventory + market benchmarks

Equity/compression analysis

Salary bands and level definitions

Progression guidelines

Budget model for phased adjustments

Manager talking points + FAQs

Contact

Website: branchlineconsulting.com

Email:
hello@branchlineconsulting.com

LinkedIn: [claudia-ramos-hrbp](https://www.linkedin.com/in/claudia-ramos-hrbp)

Note: General guidance, not legal advice. Confirm local requirements and counsel for your organization.