

This salary survey methodology involves eight steps: First, define objectives (survey purpose and roles). Second, identify comparable schools with similar size, location, and job roles. Third, develop a survey instrument covering salary, bonuses, benefits, and relevant job details. Fourth, collect data confidentially from selected schools using online tools or email. Fifth, analyze data to calculate salary averages, medians, and ranges, identifying trends. Sixth, report findings to leadership, highlighting areas needing adjustment. Seventh, implement salary and benefit changes based on findings, communicating transparently with staff. Finally, conduct regular reviews (e.g., annually) to maintain competitiveness and fairness.