



Roanoke County Schools Unified Pay Plan 2010-11

Presented to the School Board
May 13, 2010



Background

- Teacher scale will remain the same with steps
- School Board request to evaluate salary setting policy for administrators
- Search for budget reductions uncovered inequities
- Desire to provide employees with transparent and clear information on pay plan
- Researched other school divisions in the state



Goals

- Transparency
- Equity in salary placement
- Simplicity
- No new costs to school division



Criteria for Clusters

- Job responsibilities
- Supervisory responsibilities
- Complexity of the job
- Special skills or certifications required
- Risks (financial and physical)
- Impact or influence on the organization
- Market pay




Teachers, Librarians, Guidance Counselors

- Remain on step scale used in prior years
- Each employee moves up one step
- Salary moves with the step
- No change in pay for employee

Salary Formula Inequities

- Mid-level positions calculated based on hourly teacher rates with more hours per day and days per year leads to mid-level positions (coordinators, supervisors, etc.) at higher salaries than principals
- Example 1: Experienced teacher promoted to Instructional Coordinator calculated based on teacher hourly rate increased from 7 to 8 hours per day and from 200 to 240 days using all experience as teacher towards the new job pay rate. Significant difference in level of responsibility from principal but higher pay than some elementary and middle school principals.
- Example 2: Assistant principal with many years in teaching and/or administration earning pay rates higher than Principals in elementary and middle schools.



Instructional Coordinators, Social Workers, Psychologists & Speech Therapists

- Move off teacher scale and onto new unified pay plan
- Align pay range with value of the job versus years experience in all jobs
- Salary remains the same
- Clustered with other jobs meeting similar criteria
- Degrees earned to date remain level funded
- Future degree supplement limited to doctorate only set at \$2,433 per year (current rate paid for administrative staff)



Guidance Coordinators

- Same issue with hours/days/degrees tied to teacher scale leading to pay variances in comparison to other school positions
- Develop transition plan to move school level guidance coordinators to unified pay plan in 2011-12
- Employees will retain salary and current degree supplements earned but future degrees earned will not be tied to the teacher scale



Contracts for 2010-11

- Newly formatted upon legal advice
- Include furlough and non-appropriation language
- Plan to distribute before end of school