

EVERGREEN SOLUTIONS

COMPENSATION & CLASSIFICATION STUDY FOR PRINCE GEORGE COUNTY
SCHOOLS FINAL RECOMMENDATIONS

FY2019

Problems with current Instructional and Non-Instructional Tables

- ▶ Too many steps in Instructional Table
- ▶ Multiple steps frozen in first ten (10) steps of Instructional Table
- ▶ Inequity caused by staff being frozen on certain steps for multiple years.
- ▶ Too many Grades in Non-Instructional Tables
- ▶ Non-Instructional Tables were confusing and difficult to apply to all positions
- ▶ No consistency in position days and hours

Solutions to problems with current Instructional & Non-Instructional Tables

- ▶ Recommend a Salary Study to identify issues and find a solution
- ▶ Evaluate the salary study for best practices for Prince George County Public Schools

Staff Recommendations

- ▶ Base positions on uniform hours and days as needed.
- ▶ Accept Evergreen Solutions recommendation to reduce the Instructional (Teacher) Scale from 40 steps to 35 steps.
- ▶ Accept Evergreen Solutions recommendation to reduce the Non-Instructional Scale from 6 tables to 1 table.

Staff Recommendations for Instructional Employees

- ▶ To repair the inequity in the salary table, Instructional employees will receive increases from 1.15% to 3.92% based on recommended scale adjustments.
- ▶ Ensure ranking with other school systems identified as “competition” to PGCPs is at a minimum of #3 out of 5.

Step	PGC Current Salary	CURRENT RANKING WITH SURROUND ING SCH SYSTEMS	EVERGREEN 100% Recommendation	TOTAL IF 100% Implemented	TOTAL BENEFITS 100% Implemented	PGC STAFF RECOMMENDS	% INCR	TOTAL SALARY STAFF REC Implemented	TOTAL BENEFITS Staff Rec Implemented	DINWIDDIE 200 Days	HOPEWELL 200 Days	CHESTERFIELD 10 Mo Contract	COLONIAL HEIGHTS	PROJECTED RANKING WITH SURROUNDING SCH SYSTEMS
1	42,114	#4	43,200	907,200	396,120	42,657	1.29%	895,797	393,174	\$42,500	\$43,491	\$44,037	\$41,612	#3
2	42,742	#4	43,841	1,490,594	646,969	43,292	1.29%	1,471,911	642,142	\$42,755	\$43,491	\$44,676	\$42,041	#3
3	43,063	#3	44,491	1,201,257	518,305	43,777	1.66%	1,181,979	513,323	\$43,012	\$43,491	\$44,897	\$42,294	#2
4	43,063	#4	45,152	812,736	348,611	44,108	2.43%	793,935	343,753	\$43,270	\$43,491	\$45,341	\$42,548	#2
5	43,771	#2	45,822	1,008,084	429,889	44,455	1.56%	978,003	422,116	\$43,529	\$43,491	\$45,441	\$42,803	#2
6	44,099	#2	46,501	883,519	374,601	44,700	1.36%	849,291	365,757	\$43,790	\$43,491	\$45,541	\$43,059	#2
7	44,099	#2	47,191	896,629	377,989	44,872	1.75%	852,568	366,604	\$44,053	\$44,095	\$46,157	\$43,318	#2
8	44,099	#4	47,892	718,380	301,129	45,047	2.15%	675,709	290,103	\$44,317	\$44,708	\$46,257	\$43,578	#2
9	44,099	#4	48,602	534,622	222,846	45,225	2.55%	497,472	213,247	\$44,649	\$45,329	\$46,357	\$43,839	#3
10	44,209	#4	49,323	789,168	327,121	45,488	2.89%	727,800	311,264	\$44,984	\$45,960	\$46,457	\$44,102	#3
11	44,652	#4	50,055	350,385	144,439	46,003	3.03%	322,019	137,110	\$45,434	\$46,598	\$46,557	\$44,366	#3
12	45,098	#4	50,798	863,566	354,045	46,523	3.16%	790,891	335,266	\$45,888	\$47,246	\$46,657	\$44,934	#3
13	45,549	#5	51,552	773,280	315,316	47,050	3.29%	705,746	297,865	\$46,347	\$47,903	\$46,971	\$45,609	#2
14	46,005	#5	52,317	784,755	318,281	47,583	3.43%	713,745	299,932	\$46,811	\$48,569	\$47,071	\$46,292	#2
15	46,694	#5	53,093	796,395	321,288	48,294	3.43%	724,406	302,687	\$47,279	\$49,244	\$47,784	\$46,987	#2
16	47,395	#4	53,881	700,453	281,097	49,017	3.42%	637,215	264,756	\$47,752	\$49,928	\$48,596	\$47,692	#2
17	48,106	#5	54,680	765,520	305,610	49,750	3.42%	696,493	287,774	\$48,229	\$50,622	\$49,408	\$48,322	#2
18	48,828	#4	55,491	1,054,329	418,739	50,494	3.41%	959,381	394,204	\$48,784	\$51,326	\$50,222	\$49,203	#2
19	49,560	#5	56,315	957,355	378,281	51,249	3.41%	871,229	356,026	\$49,345	\$52,039	\$51,034	\$50,241	#2
20	50,303	#5	57,150	971,550	381,949	52,015	3.40%	884,251	359,390	\$49,912	\$52,763	\$51,848	\$51,282	#2
21	51,058	#5	57,998	405,986	158,807	52,793	3.40%	369,551	149,392	\$50,786	\$53,496	\$52,660	\$52,352	#2
22	51,824	#4	58,859	824,026	320,728	53,583	3.39%	750,159	301,641	\$51,674	\$54,240	\$53,473	\$53,422	#2
23	52,600	#4	59,732	716,784	277,617	54,383	3.39%	652,596	261,031	\$52,579	\$54,994	\$54,285	\$54,495	#3
24	53,389	#5	60,619	1,030,523	397,187	55,197	3.39%	938,341	373,367	\$53,499	\$55,758	\$55,099	\$55,689	#3
25	54,191	#5	61,518	369,108	141,578	56,023	3.38%	336,137	133,058	\$54,435	\$56,533	\$55,911	\$57,011	#3
26	55,003	#5	62,431	874,034	333,650	56,860	3.38%	796,040	313,497	\$55,524	\$57,319	\$56,725	\$58,334	#3
27	55,829	#5	63,357	506,856	192,572	57,711	3.37%	461,688	180,900	\$56,634	\$58,116	\$57,537	\$60,435	#3
28	56,666	#5	64,297	385,782	145,886	58,574	3.37%	351,443	137,013	\$57,767	\$58,923	\$58,350	\$63,039	#3
29	57,516	#5	65,251	587,259	221,048	59,450	3.36%	535,048	207,556	\$58,922	\$59,742	\$59,162	\$64,842	#3
30	58,379	#5	66,219	529,752	198,488	60,339	3.36%	482,712	186,333	\$60,101	\$60,573	\$59,976	\$66,741	#3
31	59,254	#5	67,202	336,010	125,325	61,575	3.92%	307,875	118,055	\$61,453	\$61,415	\$60,788	\$68,076	#2
32	60,144	#4	67,202	336,010	125,325	61,575	2.38%	307,875	118,055	\$62,836	\$62,269	\$61,602		#4
33	61,045	#4	68,199	409,194	151,936	63,177	3.49%	379,062	144,150	\$64,250	\$63,134	\$62,414		#2
34	61,961	#4	68,199	204,597	75,968	63,177	1.96%	189,531	72,075	\$65,695	\$64,012	\$63,228		#4
35	62,891	#4	69,211	346,055	127,921	64,824	3.07%	324,120	122,253	\$67,173	\$64,901	\$64,040		#3
36	63,833	#3	69,211	207,633	76,752	64,824	1.55%	194,472	73,352	\$68,478	\$65,804			#3
37	64,792	#2	70,238	140,476	51,699	66,518	2.66%	133,036	49,777		\$66,718			#2
38	65,763	#2	70,238	210,714	77,548	66,518	1.15%	199,554	74,665		\$67,646			#2
39	66,750	#2	71,280	285,120	104,475	68,593	2.76%	274,372	101,698		\$67,646			#1
40	67,751	#2	71,280	712,800	261,188	68,593	1.24%	685,930	254,244		\$69,675			#2
											\$69,675			
											\$71,765			
TOTAL W/Benf	34,514,285			COST AT 100%	37,406,819			COST STAFF REC	35,167,980					
				100% DIFF	2,892,535			STAFF REC DIFF	653,695					

Salary Scale has been compressed from 40 to 35 Steps

Staff Recommendation for Non-Instructional Employees

- ▶ Give non-instructional employees increases based on Staff recommended scale adjustments.
- ▶ Ensure non-instructional employees are treated fairly and equitably in regard to positions and days/hours worked.
- ▶ Staff reviewed most recent data from VASS compensation study from FY17 to compare salaries in neighboring school systems.

NON-INSTRUCTIONAL SALARIES COST TO IMPLEMENT BY % OF RECOMMENDATION REVISED										
Position Description	# of Employees In Group	FY18 CURRENT Grade	CURRENT BASE PAY	CURRENT BENEFITS	EVERG	100%	100%	PGC	PGC	PGC
					REEN	RECOMMEN	RECOMMEN	RECOMM	RECOMMEN	RECOMMEN
					NEW	DED BASE	DED BENEFIT	ENDED	DED BASE	DED BENEFIT
					GRADE	PAY	COST	GRADE	PAY	COST
					CHANGE			CHANGE		
BUS AIDES	11	04A	134,822	109,885	4	136,358	110,172	5	143,141	111,439
CUSTODIANS	29	04	669,123	348,292	4	693,077	352,767	5	727,667	359,228
FT FOOD SVC ASSIST	23	04	360,239	244,393	4	360,364	244,416	5	378,320	247,770
OFFICE ASSOC I	4	04	59,140	41,847	5	63,864	42,730	5	63,864	42,730
SAFETY MONITORS	3	04	54,366	33,256	6	62,165	34,712	5	59,198	34,158
INSTR AIDE/COPY AIDES	6	05	109,272	66,612	5	109,411	221,522	6	114,883	221,436
CAR DRIVERS	5	05	69,073	51,403	5	70,364	51,644	6	73,886	52,302
OFFICE ASSOC II	8	06	173,571	94,023	10	211,568	101,121	7	182,768	95,741
HEAD CUSTODIANS	16	06	491,446	215,002	7	514,779	219,361	7	514,779	219,361
FT NURSE LPN	1	06	22,838	11,966	19	42,163	15,576	8	24,653	12,305
OFFICE ASSOC III	17	07	535,317	230,897	12	672,000	256,430	8	553,693	234,330
INSTR AIDE/HQ PARA-PROF	56	07	1,079,089	632,774	8	1,115,957	639,661	8	1,115,957	639,661
DRIVER II - DOUBLE RUN	39	07	677,013	426,766	10	771,229	444,366	9	734,526	437,509
DRIVER II - SINGLE RUN	2	07	45,972	23,988	10	54,185	25,522	9	51,604	25,040
DRIVER II - SPED	6	07	132,445	70,941	10	148,859	74,007	9	141,757	72,680
FOOD SVC MGR I	5	08	116,098	60,187	15	155,606	67,567	10	121,954	61,281
ADMIN ASSOC I	6	09	229,894	89,144	12	247,363	92,407	11	239,965	91,025
FACILITY TECHNICIAN	4	09	157,066	60,140	13	182,437	64,879	11	165,485	61,713
FOOD SVC MGR II	3	09	85,933	39,152	16	110,590	43,758	11	86,645	39,285
FOOD SVC FIELD MGR	1	09	27,397	12,818	19	39,868	15,147	12	28,328	12,992
ADMIN ASSOC II	5	10	197,918	75,471	14	228,155	81,119	12	206,960	77,160
ADMIN ASSOC III	10	11	381,715	148,304	16	449,675	160,999	13	388,461	149,564
FLEET TECHNICIAN	3	11	127,880	46,988	13	130,312	47,442	13	130,312	47,442
ELECTRICIAN	2	12	100,049	34,089	18	120,182	37,850	15	103,792	34,788
FLEET ASST SUPERV	1	12	51,779	17,372	20	69,618	20,705	15	54,558	17,892
CUSTSUP WAREHSMAN	1	12	51,779	17,372	20	69,618	20,705	15	54,558	17,892
ACCOUNTING ASSOC	2	13	93,045	32,781	15	91,666	32,523	16	96,262	33,382
PERSONNEL ASSOC	2	13	92,707	32,718	16	95,909	33,316	16	95,909	33,316
FINANCE MGMT	2	14	115,272	36,933	21	142,792	42,074	17	117,478	37,345
TECHNOLOGY MGMT	2	14	93,683	32,900	21	115,794	37,030	17	95,285	33,199
TECH NETWORK TECH	2	14	113,398	36,583	18	119,538	37,730	18	119,538	37,730
FLEET/FACILITY SUPV	2	14	138,566	41,284	21	167,731	46,732	18	144,914	42,470
ASST TO SUPT	1	15	59,953	18,899	19	63,086	19,485	19	63,086	19,485
JROTC INSTRUCTOR	3	15	216,927	63,622	19	209,435	62,222	19	223,683	64,884
FT NURSE RN	8	17	356,833	128,256	21	362,803	129,372	21	362,803	129,372
TECH SPECIALIST	2	17	112,693	36,451	21	114,483	36,785	21	114,483	36,785
COORDINATORS	6	18	366,775	114,714	24	396,784	120,319	23	382,015	117,560
ATHL DIRECTOR	1	19	70,532	20,875	27	84,344	23,455	23	70,532	20,875
ASST PRINCIPAL I	5	19	294,365	93,487	25	313,976	97,151	25	313,976	97,151
ASST PRINCIPAL II	4	20	277,366	82,612	26	284,648	83,972	25	280,184	83,138
ASST PRINCIPAL III	3	21	197,185	59,934	27	206,523	61,679	27	206,523	61,679
PRINCIPAL I	5	22	435,163	119,788	28	441,771	121,023	28	445,292	121,681
PRINCIPAL II	3	23	243,283	68,545	29	252,824	70,328	29	252,824	70,328
DIRECTOR	8	23	864,400	223,070	30	916,094	232,726	30	916,094	232,726
PRINCIPAL III	1	24	86,418	23,843	31	90,501	24,606	30	86,418	23,843
ASST SUPT	2	25	245,110	61,187	32	253,219	62,701	32	253,219	62,701
TOTAL SAL & BENF	331		10,614,908	4,531,564		11,553,688	4,861,814		11,102,232	4,776,374
TOTAL BY GROUP				15,146,472			16,415,502			15,878,606
DIFFERENCE WITH CURRENT SALARIES							1,269,029			732,134

RECOMMENDATIONS

- ▶ Accept the staff recommendations to repair the inequity of the instructional and non-instructional scales and approve the salary increases equal to \$1,365,813 for FY2019.

Questions?

