



## FY 2022 Recommended Budget Budget Question

Board Question #: 14

**BUDGET QUESTION:** Please remind the Board what the Evergreen study results were for the Schools and how the study has been addressed in recent years.

**RESPONDING DEPARTMENT/OFFICE:** Schools

**RESPONSE:** The Evergreen study was conducted in 2017 and recommended:

- To adopt proposed salary tables to address the weaknesses (range spreads, midpoint progressions, and the number of tables) identified by Evergreen in SCPS
- Adopt the proposed grade order list which would help ensure both internal and external equity for all classifications in SCPS
  - Bring to minimum - employees making less than the minimum of the Evergreen proposed pay range (\$176,430)
  - Range penetration parity - pay range update (\$7,025,873)
  - Classification date parity - based on years or length of tenure in the current position (\$4,372,716)
- Adopt the Job Assessment Tool and market data-based methodology from Evergreen to consistently evaluate new and updated position titles
- Conduct a comprehensive classification and pay study every three to five years.

After consultation with Evergreen staff, it was proposed to implement a more affordable hybrid compensation strategy to offer equitable salary increases for teachers and support staff. Support staff recommended, per Evergreen's analysis, for tenure classification adjustments were to be completed over three years, and teachers were to be compensated at a minimum of 4% more for 3 consecutive years. SCPS used a 3 phase approach to address the following recommendations: Bring to Minimum and Classification date parity.

The results were addressed in 3 phases:

- Phase 1 - FY 2019 - Bring to minimum and  $\frac{1}{3}$  of tenure classification allocation for identified non-teacher employees
- Phase 2 - FY 2020 -  $\frac{2}{3}$  of tenure classification allocation for identified non-teacher employees
- Phase 3 - FY 2022 proposed  $\frac{3}{3}$  of tenure classification allocation for identified non-teacher employees

\*NOTE: Phase 3 was put on hold in FY21 due to the potential fiscal impact of Covid-19 and the adjustments to the FY21 adopted budget. Proposed salaries in Evergreen were adjusted by SCPS and adopted salary increases in FY18 - 2%, FY19 - 4% and FY20 - 4%.

**ESTIMATE OF STAFF TIME SPENT ON RESPONSE:**