



FY 2016 Recommended Budget Budget Question

Board Question #: 23

BUDGET QUESTIONS:

What is meant by State employee in the State’s budget concerning COLAs? What’s the definition of State employee? Who is included?

RESPONSE:

The Conference Report approved by the General Assembly on February 26 includes:

- Funding to support a 1.5% increase in the State’s share of pay for instructional and support positions provided through the Standards of Quality (SOQ) funding formula effective August 16, 2015; and
- A 2% across-the-board salary increase effective September 1, 2015 for state employees.
- A 4.63% increase for entry level grade 7 deputy sheriffs effective September 1, 2015.

These proposed pay increases are contingent upon FY 2015 State revenues being met or exceeded.

Schools

The 1.5% increase for the State’s share of pay for SOQ-funded instructional and support positions requires a local match based on the local composite index using an effective date of January 1, 2016. Below is a listing of SOQ-funded instructional and support positions.

Instructional	Support
Principals	Superintendent
Assistant Principals	Assistant Superintendent
Librarians	Instructional Professional (i.e. school social worker, instructional specialists)
Guidance Counselors	Instructional Technical/Clerical
Kindergarten Aides & Teachers	Attendance & Health Administrative (i.e. school psychologist, attendance officer)
Grades 1 – 12 Teachers	Attendance & Health Technical/Clerical
Elementary Resource Teachers	Administration Administrative
Instruction Technology Teachers	Administration Technical/Clerical
Special Education Aides & Teachers	Technology Professional
Vocational Education Teachers	Technology Technical/Clerical
Prevention, Intervention & Remediation Teachers	Operations & Maintenance Professional
Gifted Education Teachers	School-Based Clerical
	Operations & Maintenance Technical/Clerical
	Support Technology
	Pupil Transportation
	School Nurses

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SOQ funding does not, by any means, pay for all of these types of positions within the School budget or fund the full cost for these positions. The SOQs are the bare minimum requirements for number of positions and the State funds only a portion of the statewide average costs of the positions, not the Spotsylvania-specific cost of the positions.

In addition to the positions shown in the table, lump sum funding is provided by the State to support costs incurred for the Superintendent, transportation services, and school nurses. Again, only pieces of pieces are funded by the State – not the full costs.

County

Positions working for the County government for which State reimbursements will be increased by 2% effective September 1, 2015 include:

- Constitutional Officers (Clerk, Commissioner of the Revenue, Commonwealth's Attorney, Sheriff, and Treasurer) and their State-supported employees;
- Registrar and members of the local electoral board; and
- State-supported DSS and CSA employees.

As is the case with School funding, the State does not reimburse for all positions in these offices. Instead, reimbursement is provided for only a share of the cost of those positions approved by the State. Spotsylvania taxpayers supplement the funding provided by the State for these positions. Because in every case the County already pays more than the State-required amounts for these positions, including the proposed 2% increase, there is no requirement that the County increase the salaries of these employee groups by 2%, with the exception of the Constitutional Officers themselves, for which salary increases are driven by their approved contracts with the Board of Supervisors.

The Conference report also includes a proposed 4.63% increase in the minimum starting salary for entry level grade 7 deputy sheriffs effective September 1, 2015. Like other State-supported employees that are funded in Constitutional Offices in Spotsylvania County, the taxpayers supplement the funding provided by the State for these positions and in every case, the County already pays more than the State-required minimum for these positions, including the proposed 4.63% increase. So there is no requirement that the County increase the salaries for these positions.