



FY 2023 Recommended Budget Budget Question

Board Question #: 27

BUDGET QUESTION: Please explain how steps are currently handled by the Schools. Please explain how they will be handled if the scale modernization is put into place going forward.

RESPONDING DEPARTMENT/OFFICE: Schools

RESPONSE: For background information, COLAs adjust the overall salary scales while steps move employees along the scale. Ideally, each year's budget would include a COLA and a step. The Schools have not been able to fund steps since FY 2015.

How have steps been handled in recent years?

In recent years, raises that were given were treated as COLAs with the school division symbolically adjusting the scales in the teacher scale only. When the COLA increases were approved, teacher scale steps were shifted to establish a new Step 0 salary for the next fiscal year. With this shift, employees on the teacher scales saw a change in their step. However, their salary reflected only the COLA and not additional pay for a step change. This shift only happened when COLA increases were approved. Therefore, the years when there were no COLA increases, employees did not receive the shift in the step (example FY 2021 year). For employees who are on the teacher scales, their years of service closely align with their steps, but are not exactly at their years of service.

It is important to note, the aforementioned methodology applies only for employees on the teacher scales. All other scales for various employee groups were increased by the approved COLA. While these employees have not seen pay increases for steps since FY 2015, they have realized a pay increase based on the approved COLA each fiscal year.

What is proposed for FY 2023?

The base budget for FY 2023 includes a 5% raise which will adjust the entire scale. Taking into considerations that teacher steps have been historically shifting and employee which may have been hired in FY16 on step 0 should be now on step 5, the employees on these teacher scales will see the following modernization change: step move to the next step (in this example step 6) and the % increase that comes with that move. These step % increases are as followed: Step 0 -11 = 1.25% increase; Step 12-21 = 1.75% increase; Steps >22 = 2.25% increase. Placing teachers on the exact step equating their years of service will require additional time and fiscal resources. The proposal for modernization of teacher scales is to move forward with implementing a scale similar to the public safety scale so that employees would receive a step each year.

The following table from the School Board's February 22, 2022 presentation to the Board of Supervisors provides an example of how the proposed FY 2023 pay adjustments will work if funding is available for the plan. A teacher currently on step 5 at \$47,968 will, in FY 2023, move

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to step 6 at \$51,714. This includes both the 5% in the base budget as well as the teacher scale modernization proposal.

Salary Change Teachers will realize - moving step down and new scales distribution					
Teacher T10 - Bachelor's Degree 10 Month					
FY22 Step	FY22 Salary	FY23 Step	FY23 Salary Scenario 2	% Difference	\$ Difference
		0	\$ 48,000		
0	\$ 45,306	1	\$ 48,600	7%	\$ 3,294
1	\$ 46,420	2	\$ 49,208	6%	\$ 2,788
2	\$ 46,427	3	\$ 49,823	7%	\$ 3,396
3	\$ 47,356	4	\$ 50,445	7%	\$ 3,089
4	\$ 47,721	5	\$ 51,076	7%	\$ 3,355
5	\$ 47,968	6	\$ 51,714	8%	\$ 3,746
6	\$ 48,169	7	\$ 52,361	9%	\$ 4,192
7	\$ 48,416	8	\$ 53,015	9%	\$ 4,599
8	\$ 49,603	9	\$ 53,678	8%	\$ 4,075
9	\$ 49,865	10	\$ 54,349	9%	\$ 4,484
10	\$ 50,135	11	\$ 55,028	10%	\$ 4,893
11	\$ 50,520	12	\$ 55,991	11%	\$ 5,471
12	\$ 50,909	13	\$ 56,971	12%	\$ 6,062
13	\$ 51,725	14	\$ 57,968	12%	\$ 6,243
14	\$ 52,571	15	\$ 58,983	12%	\$ 6,412

ESTIMATE OF STAFF TIME SPENT ON RESPONSE: 45 minutes