



## FY 2020 Recommended Budget Budget Question

Board Question #: 16

**BUDGET QUESTION:** Please provide a listing of the localities that Spotsylvania competes with for school staffing. For each competitor, please provide a) what compensation changes they are proposing in FY 2020 and b) what compensation changes they adopted in FY 2019. Please show the deltas between the comparators and Spotsylvania's adopted 4% adjustment in FY 2019 and between the comparators and Spotsylvania's proposed 5% adjustment for FY 2020.

**RESPONDING DEPARTMENT/OFFICE:** Schools

**RESPONSE:** We have provided some comparisons but, please note that we compete with all school divisions within Virginia for staffing needs. In addition, we engage in recruiting efforts for individuals who live outside of Virginia due to the national teacher shortage.

FY 2019 (Source: As reported by division on their 2018 Annual School Report)

- Caroline--2.8%
- Culpeper--2% and Step (2% avg.)
- Chesterfield--2%
- Fredericksburg--2%
- Hanover--2%
- King George--2.44% and Step (1.42% avg.)
- Loudoun--2.24% and Step (2.24% avg.)
- Prince William--2.7%
- Stafford--2.5%
- Virginia Beach--2.4%
- Spotsylvania--4% for all Teachers/Staff (Based on Comp Study) and 2% for Administrators

FY2020 (Pending Final Decisions)

- Caroline--proposing 5% increase
- Culpeper--proposing step increase and 2%
- Chesterfield--proposing 3% increase
- Fredericksburg--proposing 5% increase
- Hanover--proposing 3% increase and an adjustment to the teacher scale which would give teachers a 3% to 4.3% pay increase
- King George average 4 1/2%
- Loudoun--adjustment to teacher pay scale with an average increase of 6.9%
- Prince William--proposing a step increase and 2% COLA an average of 4.8% total
- Stafford--proposing 5% increase
- Virginia Beach--continuing to address compression in scales, proposing a step increase and 2.5% COLA
- Spotsylvania--5% increase for all employees

The division is in post implementation of its new Payroll/HR financial system. With this being said, because Stafford is the main school division with whom we compete for resources, the

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requested information above is only being provided for Stafford County Schools. See the chart below for FY 2019 budget figures. Student enrollment data will be discussed at the work session on Tuesday.

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