



FY 2018 Recommended Budget Budget Question

Board Question #: 27

BUDGET QUESTION: Provide a historical comparison of compensation adjustments for the Schools and the County.

RESPONSE:

Salary Increase Trend Data		
Fiscal Year	County	Schools
2004	2.2% COLA + 2.5% Merit	Step ¹ + 2% COLA
2005	1.8% COLA + 2.5% Merit	Step ^{1,2} + 2% COLA (7.07% - teachers)
2006	2.0% COLA + 2.5% Merit	Step ^{1,2} + 3% COLA (6.59% - teachers)
2007	3.0% COLA + 2.5% Merit	Step ^{1,2} + 2% COLA (11.66% - teachers)
2008	2.0% COLA + 2.5% Merit	Step ¹ + 2% COLA
2009	2% COLA	2.5% COLA
2010	None	None
2011	None	None, 3 Furlough Days for Directors and above
2012	1.5% COLA	\$600 Bonus and a 1% COLA
2013	2% increase for \$90,999 and below 0% increase for those above \$91,000 (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	0.8% increase for those below the Director level, 0% increase for at the Director level and above (all employees received an additional 5% pay raise to offset the 5% VRS share pickup)
2014	1% increase effective January 2014 (Mid-year) (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	\$900 Bonus
2015	2% increase (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	Step ¹ and a 1% COLA
2016	One-time 1% merit-based; 2% merit-based pay increase (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	3% COLA
2017	2% merit-based increase (all employees receive an additional 1% pay raise to offset the 1% VRS share pickup)	2% COLA
2018 Recommended	Equivalent of a 2.5% comp. adj. included as placeholder for a phased implementation of the compensation study or a traditional comp. adj.	2% COLA

¹An average step increase is 1.43%, however the majority of pay scales include plateaus where the salary amount is “frozen” or stays the same for multiple years. Thus a step increase for these employees equates to 0%.

²The average increases resulting from salary scale adjustments for teachers combining the step & COLA are shown in parentheses. The pay scale study was completed internally by SCPS Human Resources in 2004-2005 and was based on a comparison of SCPS teacher salaries to other school divisions.