

# Competitiveness of Salaries

## DAS: REMI 4.A.2 Superintendent's Notes

To maintain a stable and effective faculty and support staff workforce.

### Certified Staff:

The district has made significant strides in competitive Teachers' pay from FY2015 to FY2017 as identified by annual Metro RESA Teacher Salary Survey:

- Starting pay for new teachers has increased from the 20<sup>th</sup> rank in the state in 2015 to the 11<sup>th</sup> rank in 2017.
- Teachers with 10 years of experience moved from the 38<sup>th</sup> rank to the 25<sup>th</sup> rank.
- Teachers with 20 years of experience moved from the 41<sup>st</sup> rank to the 27<sup>th</sup> rank.
- Overall teacher pays has improved from the 27<sup>th</sup> rank from the 20<sup>th</sup> rank.

In FY 2017, SCCPSS made strides in equity reducing gaps between steps on the local supplements for teacher's pay. The District began providing new teacher incentives with supplements for critical content areas and relocation.

To be competitive with major competitor school systems our goal is to be ranked at least 8<sup>th</sup> in the state. The following is the teacher ranking of SCCPSS for each teaching level from the Metro RESA report across the state based on 57 Districts:

RESA Ranking for Chatham County			
# of District	57	57	54
	Rank	Rank	Rank
Chatham	2017	2016	2015
T4-0	11	13	20
T5-10	25	20	38
T5-26	19	20	22
T6-20	27	26	41
T6-26	21	21	21
T7-26	20	21	21
<b>average</b>	<b>20.5</b>	<b>20.2</b>	<b>27.2</b>

### Classified hourly staff:

In FY 2016 SCCPSS merged two classified hourly scales for the nutrition and other classified employees creating one hourly pay scale. In this merge, the District eliminated grade 2 and step 0 on all scales, establishing a living wage for starting rate of \$10.74 for positions. The classified salary scale rates are competitive for each grade and step.

The classified entry level for a new hire is less competitive because 5 years of experience only allows for 1 step on the classified salary scales. Additionally, with no increase in past years, the District is not competitive for attracting new hires and retaining staff. In FY 2016, SCCPSS restored two steps to current employee for 2014 and 2012 when there was no step increase for all classified employees.

A process has been mapped out to change the current practice that moves from the current placement of “5 to 1” to “2 to 1” with an entry level cap of 30 years of experience, step 15, by July 1, 2018. This process would include an adjustment that is included in the current 5-year plan for steps for current, eligible employees. This adjustment must accompany the change in placement from “5 to 1” to “2 to 1” for new hires. In order to be more competitive, SCCPSS will make this change FY18.

EXAMPLE: The following is a Bus Driver comparison with Liberty County. Sample Bus Driver with 10 years of experience (4 in Public Schools and 6 in private sector)

- SCCPSS would take  $10 \text{ years} / 5 = 2$  – place the Bus Driver on grade 8, step 2 \$15.25.
- Liberty would count 4 years 1 for 1 and  $6 \text{ years} / 2 = 3$  - place the driver step 7(4+3) \$17.68.
  - If the sample driver above had 10 years in another public school, Liberty County would count years 1 for 1 and the placement would be step 10 \$18.39.

### **School Nutrition Managers and Administrative staff:**

Nutrition Managers and Administrative placements for a new hire is 1 step for every 2 years of experience. SCCPSS is working on a proposal to equalize the number of steps on all scales to be the same; adding up to step 26 for employees with 25 years with the District.

As part of the five year plan, the District will restore remaining missed steps for all employees in order to retain current employees and attract new employees for the attainment of the DAS Goal: To create an environment that fosters a Premier Workforce.