

## PWCS and PWEA

Collective Bargaining Discussion  
September 12, 2023



### Vision

Every student will graduate on time with the knowledge, skills, and habits of mind necessary to create a thriving future for themselves and their community.

### Mission

- We serve as trusted partners in education with our students, families, and community.
- We prepare our students to be critical thinkers, responsible digital citizens, innovators and visionaries, resilient individuals, and global collaborators.
- We commit to inclusive practices and equity with an expectation of excellence from every student and employee every day.





## Agenda

- PWEA Salary Scale Proposal and Cost Estimate
- PWCS Salary Scale FY20 to FY24
- PWEA Length of Service Proposal and Cost Estimate
- PWEA Benefit Proposals and Cost Estimate
- PWEA Stipends and Supplements Proposal and Cost Estimate
- PWEA Proposal to Pay Certified Staff Hourly Rate vs. Flat Rate and Cost Estimate
- Summary of Cost Estimate
- Financial Impact of PWEA Proposal

3

## PWEA Salary Scale Proposal

- For the 2024-25 school year, each cell of the base salary schedule shall be increased by 17% above the 2023-24 school year, not to exceed 30 steps. (Article VIII, Section 8.1, A)
- Each member of both bargaining units will be assigned a step based on their current years of service. (Article VIII, Section 8.1, A)
- Employees shall be placed on the salary schedule according to number that corresponds with the years of experience that an employee has in education or similar field. (Article VIII, Section 8.1, C)



4

## PWEA Salary Scale Proposal Cost Estimate

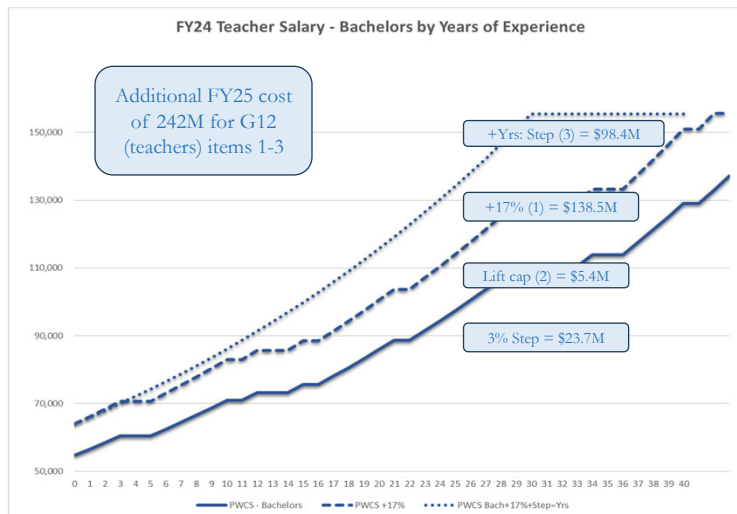


- Additional cost above current practice:

| Process Steps  | G1-11           | G12              | Total G1-12      |
|--|-----------------|------------------|------------------|
| Current Cost of a step on FY24 scales  | \$ 8.1M         | \$ 23.7M         | \$ 31.8M         |
| 1. Additional Cost - 17% enhancement   | \$ 45.9M        | \$ 138.5M        | \$ 184.4M        |
| 2. Additional Cost - Lift cap on current teachers, up to point of peer placement |                 | \$ 5.4M          | \$ 5.4M          |
| 3. Additional Cost - Align years of experience to unique step number             | \$ 18.6M        | \$ 98.4M         | \$ 117.0M        |
| <b>SUBTOTAL - Estimated Costs (Steps 1 to 3)</b>                                 | <b>\$ 64.5M</b> | <b>\$ 242.3M</b> | <b>\$ 306.8M</b> |

As of August 2023, all cost estimates for all funds have been prepared using preliminary FY24 data.

## PWEA Salary Scale Proposal – Bachelors by Years of Experience



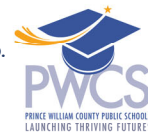
## PWCS Salary – Where We Were and Where We Are

PWCS’ salary initiatives over the last few years have been focused on the following:

- Align all steps on the teacher scale to 3% step progression
- Provide cost of living adjustment to each step
- Improve starting wage
- Lift the areas lagging as compared to Fairfax and Loudoun Counties

**Results have been positive: The lag/gaps are narrowing**

Continued focus will help reach common goal to align years with step.



### PWCS Salary Scale FY20 to FY24



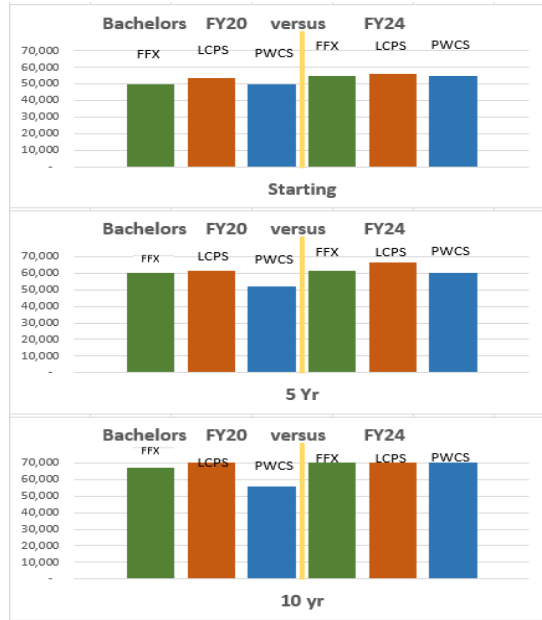
#### A Comparative Lookback

| Bachelors Scale        | Starting     | 5 yr         | 10 yr        | 15 yr        | 20 yr        | 25 yr        | 30 yr        | Top          |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PWCS FY20              | 49,496       | 52,020       | 55,537       | 65,299       | 76,611       | 86,947       | 92,592       | 118,830      |
| PWCS FY24              | 54,761       | 60,396       | 70,972       | 75,659       | 85,908       | 97,443       | 110,425      | 137,189      |
| <b>PWCS % Increase</b> | <b>10.6%</b> | <b>16.1%</b> | <b>27.8%</b> | <b>15.9%</b> | <b>12.1%</b> | <b>12.1%</b> | <b>19.3%</b> | <b>15.4%</b> |
| <b>FCPS % Increase</b> | <b>9.8%</b>  | <b>2.5%</b>  | <b>7.7%</b>  | <b>5.6%</b>  | <b>5.6%</b>  | <b>9.8%</b>  | <b>12.0%</b> | <b>12.0%</b> |
| <b>LPCS % Increase</b> | <b>4.0%</b>  | <b>7.5%</b>  | <b>9.9%</b>  | <b>12.9%</b> | <b>13.0%</b> | <b>13.0%</b> | <b>8.5%</b>  | <b>8.5%</b>  |

This chart illustrates the salary improvements made in the benchmark years (starting, 5, 10, 15, etc. years of teaching) from FY20 to FY24. The chart provides the PWCS teacher salary at the benchmarks in FY20 and the PWCS teacher salary at the benchmarks in FY24 as indicated on our published teacher salary scales. Also illustrated is the total percentage increase in the PWCS salary benchmarks from FY20 to FY24. The bottom two rows provide the total percentage increase in the salary benchmarks at Fairfax County and Loudoun County Public Schools during the same period, from FY20 to FY24.

### PWCS Salary – Comparative Lookback

- PWCS salary initiatives over the last five years focused on the benchmark areas with the largest pay gaps.
- The results? Positive! We have narrowed the lag/gap areas.
- Here is a comparative look at the 0-, 5-, and 10-year Bachelor's salaries between Prince William, Fairfax, and Loudoun Counties in FY20 and in FY24.



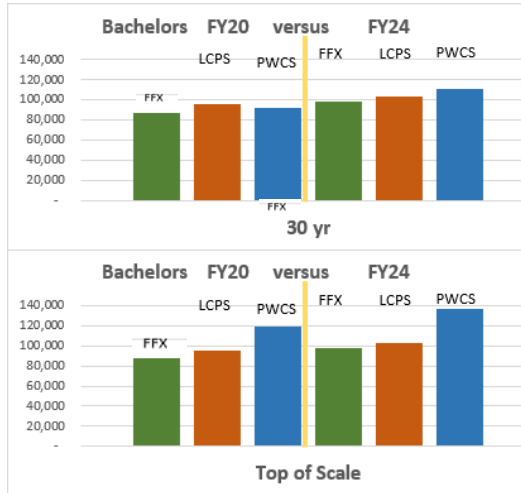
### PWCS Salary – Comparative Lookback

- Here's a comparative look at the 15-, 20-, and 25-year Bachelor's salaries between Prince William, Fairfax, and Loudoun Counties in FY20 and in FY24.
- The negative gaps have narrowed or maintained their competitive position.



## PWCS Salary – Comparative Lookback


- Here's a comparative look at the 30 year and top of scale Bachelor's salaries between Prince William, Fairfax, and Loudoun Counties in FY20 and in FY24.
- Both benchmark areas have maintained or widened the competitive position.



## Teacher Salary Progression over the Past Two Years

| Bachelors |          |          |          |          | Masters  |          |          |          |          |
|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| FY22      | FY23     | FY24     | \$       | %        | FY22     | FY23     | FY24     | \$       | %        |
| 3 Years   | 4 Years  | 5 Years  | Increase | Increase | 3 Years  | 4 Years  | 5 Years  | Increase | Increase |
| 52,292    | 57,198   | 60,396   | 8,104    | 15.5%    | 58,160   | 63,198   | 66,396   | 8,236    | 14.2%    |
| 8 Years   | 9 Years  | 10 Years | Increase | Increase | 8 Years  | 9 Years  | 10 Years | Increase | Increase |
| 58,639    | 65,130   | 70,972   | 12,333   | 21%      | 64,508   | 71,130   | 76,972   | 12,464   | 19.3%    |
| 13 Years  | 14 Years | 15 Years | Increase | Increase | 13 Years | 14 Years | 15 Years | Increase | Increase |
| 62,567    | 69,461   | 75,659   | 13,092   | 20.9%    | 68,435   | 75,461   | 81,659   | 13,224   | 19.3%    |
| 18 Years  | 19 Years | 20 Years | Increase | Increase | 18 Years | 19 Years | 20 Years | Increase | Increase |
| 73,467    | 81,841   | 85,908   | 12,441   | 16.9%    | 79,335   | 87,841   | 91,908   | 12,573   | 15.8%    |

This chart illustrates the salary progression of a **current** 5, 10, 15, and 20 year teacher over the past two budget years. The chart shows what the current 5, 10, 15, and 20 year teacher was earning two years ago (FY22), last year (FY23), their current salary (FY24), the amount of the total increase over the two years, and the total increase percentage over the two year period.



## PWEA Length of Service Bonus Proposal


A bonus for continued employment shall be paid in the November 15 pay period. This amount will be equal to the number of years of service multiplied by \$1,000 for each year of service to the district. Staff will receive this bonus every five years. (Article VIII, Section 8.2, A)

### PWEA Length of Service Bonus Proposal Cost Estimate

Additional funding needed:

| Fiscal Year            | G1-11     | G12       | Total G1-12 |
|------------------------|-----------|-----------|-------------|
| FY25<br>Estimated Cost | \$ 9.6 m  | \$ 17.3 m | \$ 26.9 m   |
| FY26<br>Estimated Cost | \$ 10.0 m | \$18.7 m  | \$ 28.7 m   |
| FY27<br>Estimated Cost | \$ 13.2 m | \$ 22.1 m | \$ 35.3 m   |

13



## PWEA Benefits Proposal

- 0-100% salary match, based on years of service, for deferred retirement contributions (Article VIII, Section 8.6, B)
- Ability to convert leave to insurance premium contributions or receive (20% per diem or hourly rate) payout (Article VII, Section 7.2 D1d)

### PWEA Benefits Proposal Cost Estimate

Additional funding needed:

| PWEA Benefits Proposal  | Current Budget | Additional Funding Needed |
|---|----------------|---------------------------|
| 8.6B 0-100% salary match, based years of service, for deferred retirement contributions up to 5% (Article VIII, Section 8.6, B) | \$6,276,870    | Estimated: \$7.9 million  |
| 7.2D1d Ability to convert leave to insurance premium contributions or receive (20% per diem or hourly rate payout)              | \$1.2 million  | Estimated: \$1.2 million  |
| <b>TOTAL Estimated: \$9.1 million</b>   |                |                           |

14

## PWEA Stipends and Supplements Proposal

- \$2,500 for National Board application & registration fees (Article VIII, Section 8.2, B)
- \$5,000 annual stipend for certifications for OT, PT, SLP, Nurse, and Psychologists (Article VIII, Section 8.2, C)
- Extra Curricular and supplemental assignments per schedule (Article VIII, Section 8.3, A2)
- \$3,000 annual stipend for SPED & ELL Department Chairs (Article VIII, Section 8.3, B2)
- \$3,000 stipend for Staff Responsible for Writing and Coordinating IEPs (Article VIII, Section 8.3, B2)



15

### PWEA Stipends and Supplements Proposal Cost Estimates




| PWEA Compensation Proposal  | Current Budget  | Additional Funding Needed |
|---|---|---------------------------|
| 8.2 B NBCT Application Reimbursement ~ up to \$2,500  | PWCS currently reimburses \$1,000 for the initial application and \$495 for each five-year renewal. | Estimated: \$15,750       |
| 8.2 C Stipend for certification for the following employees: OT, PT, SLP, Nurse, and Psychologists, \$5,000 | \$2,000 Stipend for SLPs  | Estimated: \$1.83 million |
| 8.3.B2 Special Education and ELL Chairperson, \$3,000 Supplement  | Currently 1.0 FTE 200-day SPED Department Chair at HS and MS  | Estimated: \$523,179      |
| 8.3.A2 Extra Curricular Supplements   | \$6,097.720   | Estimated: \$8.7 million  |
| 8.3 B2 IEP Stipend (staff responsible for writing and coordinating) \$3,000                                 | \$1,000, 1.27 million   | Estimated: \$2.55 million |

**TOTAL Estimated: \$13.6 million**


16






## PWEA Proposal – Certified Hourly Rate vs. Flat Rate

- Certified hourly pay for curriculum development, student instruction, etc. (Article VIII, Section 8.3, C1 and 2)
- Two times the rate of certified hourly pay for summer school (Article VIII, Section 8.8)
- Certified hourly pay for teaching extra section (Article VIII, Section 8.3, B2)
- 15 hours for new certified employees to develop a plan with mentor (Article VIII, Section 8.3, H2)



17

## PWEA Proposal – Certified Hourly Rate vs. Flat Rate Cost Estimate



| PWEA Compensation Proposal  | Current Budget                                     | Additional Funding Needed   |
|---|--|---|
| 8.3 C1 and 2 Certified Hourly Rate ~ at employee's hourly rate for extended year, homebound, workshops, curriculum development, and elementary project leader | \$5,574,725<br>Current Instructional rate: \$46.50 | Estimated: \$1.53 million<br>Employee average hourly rate \$58.25 |
| 8.8 Two times rate of pay for summer school at certified employee's hourly rate   | \$2,748,775  | Estimated: \$4.66 million   |
| 8.3, B2 Additional 6th period stipend used an average salary of \$79,506; \$15,901, 747 sections  | Current amount \$14,000<br>\$11,258,037            | Estimated: \$1.5 million  |
| 8.3 H2 15 Hours for New Employees (certified) ~ to develop a plan with their mentor, \$43 hourly rate   | N/A  | Estimated: \$277,737  |
| <b>TOTAL Estimated: \$8 million</b>   |  |   |

18

## PWEA Proposal – Summary of Additional Funding Needed



| PWEA Compensation & Benefits Proposal  | Additional Funding Needed in FY25 |
|--|-----------------------------------|
| 17% Increase Over Current, all staff assigned a step based on current years of service | Estimated: \$ 306.8 million       |
| Length of Service Bonus Proposal   | Estimated: \$26.9 million         |
| Benefits Proposal  | Estimated: \$9.1 million          |
| Stipends and Supplements Proposal  | Estimated: \$13.6 million         |
| Payment of Certified Hourly Rate versus Flat Rate                                      | Estimated: \$8 million            |

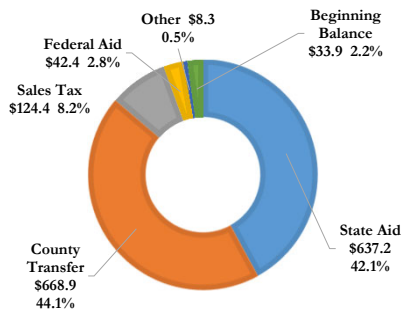
Approx 1/3 of Salary Budget

**Estimated: \$364.4 million**

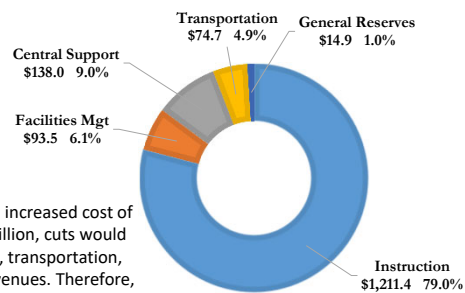
## Revenue and Expenditures FY 2024 General Fund

(\$ in millions)

### WHERE IT COMES FROM



### WHERE IT GOES



In order to fund the PWEA proposal with an estimated increased cost of \$364.4 million within the current budget total of 1.5 billion, cuts would have to be made in school programs, school resources, transportation, facilities, and central support based on our current revenues. Therefore, it would require significant additional revenues.



\*Numbers may not sum to 100% due to rounding

