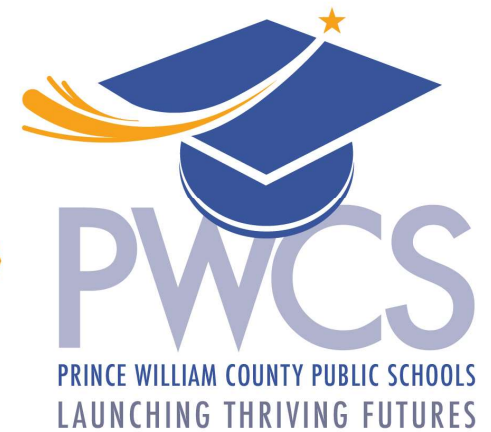


# PWCS and PWEA

Collective Bargaining Discussion  
September 19, 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 for September 19, 2023

1. Recap of September 12 Highlights
2. PWCS FY25 Salary Proposal and Cost Estimate
3. PWCS Stipends and Supplements Proposal and Cost Estimate
4. Next meeting

## 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 – Where We Are Headed

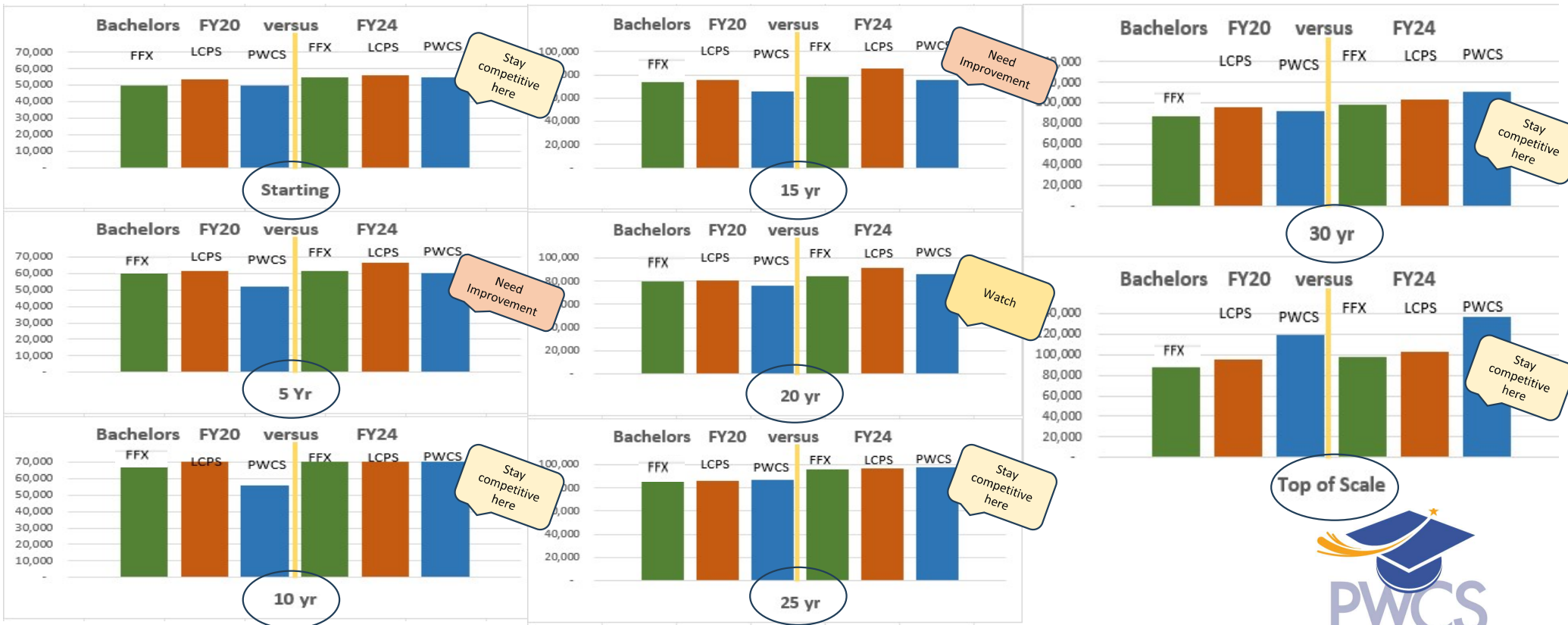
For the 2024-25 school year, continue efforts to improve and sustain recruitment and retention to fullest degree possible within anticipated funding levels.

- Focus on current comparison to major competitors
- Prioritize areas of the scale needing improvement
- Balance scale enhancement with efforts to improve placement

For future years, continue these same efforts in order to meet and sustain the goal to be market competitive at all points of the salary scales.



# Teacher Benchmark Comparison



# Teacher Salary Scale Structure



- 30 levels known as "steps"
- Five salary lanes within the scale
  1. Bachelors
  2. Bachelors +15 hours
  3. Masters
  4. Masters +30 hours
  5. Doctorate
- Masters lane is the base
  - Bachelors is \$6,000 less than Masters
  - Doctorate is \$3,500 more than Masters
- Each step on the Masters lane is 3% greater
- Placement is driven by creditable years of experience and PWCS policy/regulations

# FY24 Salary Adjustments



Before reviewing FY25, a review of FY24 adjustments is notable.

- VA General Assembly recently settled the State budget which allocates more funding to school divisions
- The PWCS salary scales will be adjusted by 2% in January 2024
- This presentation guides from current FY24 scales, to adjusted FY24 scales, to proposed FY25 scales



# Anticipated FY25 Salary Proposal



Based on preliminary financial estimates from State, Federal, and local sources, PWCS is proposing an average of 6% salary increase for FY25 (*in addition to the 2% adjustment coming in January 2024*)

- Allows for scale improvement (all scales)
- Allows for placement improvement (teacher scale)
- Total estimated cost of the additional 6% will be approximately \$63.2 million
  - \$47.5 million, teachers
  - \$15.7 million, classified

The forecasts supporting this proposal are based on preliminary revenue information. The Governor's FY25 Introduced Budget and FY25 revenue forecasts from Prince William County will both be available in late December 2023. If funding is insufficient to support this proposal, then it will be necessary to revisit and potentially adjust this proposal.

The \$63.22 million detailed in this proposal includes pay adjustments for the bargaining units only, and does not include costs for salary adjustments for administrative employees. Additionally, the 2% increase that was funded by the General Assembly and signed by the Governor on Sept 14 is excluded from this proposal but will need to be built into the FY25 budget as this increase was added mid-year.

# Proposed Actions for the FY25 Teacher Scale

FY25 Proposed Action				
FY24 Step #	Years Experience @ 06.30.23*		Years Experience @ 06.30.24*	FY25 Step #
			0	1
1	0	→→	1	2
2	1	→→	2	3
3	2	→→	3	4
4	3,4,5	→→	4,5,6	5
5	6	→→	7	6
6	7	→→	8	7
7	8	→→	9	8
8	9	→→	10	9
9	10,11	→→	11	10
10	12,13,14	→→	12	11
11	15,16	→→	13,14,15	12
12	17	→→	16,17	13
13	18	→→	18,19	14
14	19	→→	20	15
15	20	→→	21	16
16	21,22	→→	22,23	17
17	23	→→	24	18
18	24	→→	25	19
19	25	→→	26	20
20	26	→→	27	21
21	27	→→	28	22
22	28	→→	29	23
23	29-33	→→	30-34	24
24	34-36	→→	35-37	25
25	37	→→	38	26
26	38	→→	39	27
27	39	→→	40	28
28	40,41	→→	41,42	29
29	42	→→	43+	30
30	43+			

FY24 Current Bachelors/Masters  
54,761/60,761

FY24 Adjusted Bachelors/Masters  
55,976/61,976

FY25 Bachelors/Masters  
57,278/63,278

Extra lift for 12-18 years due to lag

137,189/143,189

140,051/146,051

143,118/149,118

# Proposal for FY25 Teacher Scale



Proposed actions for the FY25 teacher scale:

- Provide an overall average of 6%
- Improve the start by 2.1%
- Provide targeted "lift" equivalent to an additional step for years 12-18 (as of June 30, 2024) – approximately 1,500 staff
- Range 5.2% to 9% (with top approximately 2.2%)

# Proposed Actions for the FY25 Teacher Scale

	Years Exp at 06.30.23	Step #	FY24 Original Bachelors	FY24 Adjusted Bachelors	% Over FY24 Orig	Years Exp at 06.30.24	FY25 Proposed Bachelors	% Over FY24 Adjstd
New Hires to PWCS - salary cap at 22 years experience	0	1	54,761	55,976	2.2%	0	57,278	
	1	2	56,584	57,835	2.2%	1	59,176	5.7%
	2	3	58,462	59,750	2.2%	2	61,131	5.7%
	3,4,5	4	60,396	61,723	2.2%	3	63,145	5.7%
	6	5	62,388	63,755	2.2%	4,5,6	65,220	5.7%
	7	6	64,440	65,847	2.2%	7	67,356	5.6%
	8	7	66,553	68,003	2.2%	8	69,557	5.6%
	9	8	68,730	70,223	2.2%	9	71,824	5.6%
	10,11	9	70,972	72,509	2.2%	10	74,158	5.6%
	12,13,14	10	73,281	74,865	2.2%	11	76,563	5.6%
	15,16	11	75,659	77,291	2.2%	12	79,040	9.0%
	17	12	78,109	79,789	2.2%	13,14,15	81,591	9.0%
	18	13	80,632	82,363	2.1%	16,17	84,219	9.0%
	19	14	83,231	85,014	2.1%	18,19	86,925	8.9/5.5%
	20	15	85,908	87,744	2.1%	20	89,713	5.5%
	21,22	16	88,665	90,557	2.1%	21	92,585	5.5%
	23	17	91,505	93,453	2.1%	22,23	95,542	5.5%
	24	18	94,430	96,437	2.1%	24	98,588	5.5%
	25	19	97,443	99,510	2.1%	25	101,726	5.5%
	26	20	100,546	102,675	2.1%	26	104,958	5.5%
	27	21	103,742	105,936	2.1%	27	108,287	5.5%
	28	22	107,034	109,294	2.1%	28	111,715	5.5%
	29-33	23	110,425	112,752	2.1%	29	115,247	5.4%
	34-36	24	113,918	116,315	2.1%	30-34	118,884	5.4%
	37	25	117,516	119,984	2.1%	35-37	122,631	5.4%
	38	26	121,221	123,764	2.1%	38	126,489	5.4%
	39	27	125,038	127,657	2.1%	39	130,464	5.4%
	40,41	28	128,969	131,667	2.1%	40	134,558	5.4%
	42	29	133,018	135,797	2.1%	41,42	138,775	5.4%
	43+	30	137,189	140,051	2.1%	43+	143,118	5.4/2.2%



# Current Classified Scale Structure



## Classified Grades 1 –11

- Varying grades depending on job classification
- Varying levels known as "steps"
- Each step on a grade is a consistent percentage difference
- Placement is driven by experience and PWCS policy/regulations

CLASSIFIED SALARY SCALE 2023-2024

Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11
1	25,867	28,262	30,876	33,732	36,851	40,260	43,986	48,055	52,499	57,649	62,980
2	26,617	29,082	31,771	34,710	37,920	41,428	45,262	49,449	54,021	59,321	64,806
3	27,389	29,925	32,692	35,717	39,020	42,629	46,575	50,883	55,588	61,041	66,685
4	28,183	30,793	33,640	36,753	40,152	43,865	47,926	52,359	57,200	62,811	68,619
5	29,000	31,686	34,616	37,819	41,316	45,137	49,316	53,877	58,859	64,633	70,609
6	29,841	32,605	35,620	38,916	42,514	46,446	50,746	55,439	60,566	66,507	72,657
7	30,706	33,551	36,653	40,045	43,747	47,793	52,218	57,047	62,322	68,436	74,764
8	31,596	34,524	37,716	41,206	45,016	49,179	53,732	58,701	64,129	70,421	76,932
9	32,512	35,525	38,810	42,401	46,321	50,605	55,290	60,403	65,989	72,463	79,163
10	33,455	36,555	39,935	43,631	47,664	52,073	56,893	62,155	67,903	74,564	81,459
11	34,425	37,615	41,093	44,896	49,046	53,583	58,543	63,957	69,872	76,726	83,821
12	35,423	38,706	42,285	46,198	50,468	55,137	60,241	65,812	71,898	78,951	86,252
13	36,450	39,828	43,511	47,538	51,932	56,736	61,988	67,721	73,983	81,241	88,753
14	37,507	40,983	44,773	48,917	53,438	58,381	63,786	69,685	76,129	83,597	91,327
15	38,595	42,172	46,071	50,336	54,988	60,074	65,636	71,706	78,337	86,021	93,975
16	39,714	43,395	47,407	51,796	56,583	61,816	67,539	73,785	80,609	88,516	96,700
17	40,866	44,653	48,782	53,298	58,224	63,609	69,498	75,925	82,947	91,083	99,504
18	42,051	45,948	50,197	54,844	59,912	65,454	71,513	78,127	85,352	93,724	102,390
19	43,270	47,280	51,653	56,434	61,649	67,352	73,587	80,393	87,827	96,442	105,359
20	44,525	48,651	53,151	58,071	63,437	69,305	75,721	82,724	90,374	99,239	108,414
21	45,816	50,062	54,692	59,755	65,277	71,315	77,917	85,123	92,995	102,117	111,558
22	47,145	51,514	56,278	61,488	67,170	73,383	80,177	87,592	95,692	105,078	114,793
23	48,512	53,008	57,910	63,271	69,118	75,511	82,502	90,132	98,467	108,125	118,122
24	49,919	54,545	59,589	65,106	71,122	77,701	84,895	92,746	101,323	111,261	121,548
25	51,367	56,127	61,317	66,994	73,185	79,954	87,357	95,436	104,261	114,488	125,073
26	52,857	57,755	63,095	68,937	75,307	82,273	89,890	98,204	107,285	117,808	128,700
27	54,390	59,430	64,925	70,936	77,491	84,659	92,497	101,052	110,396	121,224	132,432
28	55,967	61,153	66,808	72,993	79,738	87,114	95,179	103,983	113,597	124,739	136,273
29	57,590	62,926	68,745	75,110	82,050	89,640	97,939	106,999	116,891	128,356	140,225
30	59,260	64,751	70,739	77,288	84,429	92,240	100,779	110,102	120,281	132,078	144,292
31	60,979	66,629	72,790	79,529	86,877	94,915	103,702	113,295	123,769	135,908	148,476

# Adjustment to the FY24 Classified Scale



2% increase effective  
January 2024

FY24 12 mth annual salary with 2% for January 2024 midyear raise											
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11
1	26,384	28,827	31,493	34,406	37,587	41,064	44,864	49,014	53,547	58,800	64,237
2	27,149	29,663	32,406	35,404	38,677	42,255	46,165	50,435	55,100	60,505	66,100
3	27,936	30,523	33,346	36,431	39,799	43,480	47,504	51,898	56,698	62,260	68,017
4	28,746	31,408	34,313	37,487	40,953	44,741	48,882	53,403	58,342	64,066	69,989
5	29,580	32,319	35,308	38,574	42,141	46,038	50,300	54,952	60,034	65,924	72,019
6	30,438	33,256	36,332	39,693	43,363	47,373	51,759	56,546	61,775	67,836	74,108
7	31,321	34,220	37,386	40,844	44,621	48,747	53,260	58,186	63,566	69,803	76,257
8	32,229	35,212	38,470	42,028	45,915	50,161	54,805	59,873	65,409	71,827	78,468
9	33,164	36,233	39,586	43,247	47,247	51,616	56,394	61,609	67,306	73,910	80,744
10	34,126	37,284	40,734	44,501	48,617	53,113	58,029	63,396	69,258	76,053	83,086
11	35,116	38,365	41,915	45,792	50,027	54,653	59,712	65,234	71,266	78,259	85,495
12	36,134	39,478	43,131	47,120	51,478	56,238	61,444	67,126	73,333	80,529	87,974
13	37,182	40,623	44,382	48,486	52,971	57,869	63,226	69,073	75,460	82,864	90,525
14	38,260	41,801	45,669	49,892	54,507	59,547	65,060	71,076	77,648	85,267	93,150
15	39,370	43,013	46,993	51,339	56,088	61,274	66,947	73,137	79,900	87,740	95,851
16	40,512	44,260	48,356	52,828	57,715	63,051	68,888	75,258	82,217	90,284	98,631
17	41,687	45,544	49,758	54,360	59,389	64,879	70,886	77,440	84,601	92,902	101,491
18	42,896	46,865	51,201	55,936	61,111	66,760	72,942	79,686	87,054	95,596	104,434
19	44,140	48,224	52,686	57,558	62,883	68,696	75,057	81,997	89,579	98,368	107,463
20	45,420	49,622	54,214	59,227	64,707	70,688	77,234	84,375	92,177	101,221	110,579
21	46,737	51,061	55,786	60,945	66,584	72,738	79,474	86,822	94,850	104,156	113,786
22	48,092	52,542	57,404	62,712	68,515	74,847	81,779	89,340	97,601	107,177	117,086
23	49,487	54,066	59,069	64,531	70,502	77,018	84,151	91,931	100,431	110,285	120,481
24	50,922	55,634	60,782	66,402	72,547	79,252	86,591	94,597	103,343	113,483	123,975
25	52,399	57,247	62,545	68,328	74,651	81,550	89,102	97,340	106,340	116,774	127,570
26	53,919	58,907	64,359	70,310	76,816	83,915	91,686	100,163	109,424	120,160	131,270
27	55,483	60,615	66,225	72,349	79,044	86,349	94,345	103,068	112,597	123,645	135,077
28	57,092	62,373	68,146	74,447	81,336	88,853	97,081	106,057	115,862	127,231	138,994
29	58,748	64,182	70,122	76,606	83,695	91,430	99,896	109,133	119,222	130,921	143,025
30	60,452	66,043	72,156	78,828	86,122	94,081	102,793	112,298	122,679	134,718	147,173
31	62,205	67,958	74,249	81,114	88,620	96,809	105,774	115,555	126,237	138,625	151,441

# Proposed for FY25 Classified Scale



- Overall average 6%
- Improve the starting wages
- Equalize the grade differentials
- Increase the step increment
- Top of scale at step 30

- ❖ *Up to 10 different calendars for each grade*
- ❖ *Comply with state minimum wage*

**FY24 12 mth annual salary with 2% for January 2024 midyear raise**

Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11
1	26,384	28,827	31,493	34,406	37,587	41,064	44,964	49,014	53,547	58,800	64,237
2		29,663						50,435	55,100	60,505	66,100
3		30,523						51,898	56,698	62,260	68,017
4		31,408	34,313	37,487	40,953	44,741	48,882	53,403	58,342	64,066	69,989
5		32,319	35,308	38,574	42,141	46,038	50,300	54,952	60,034	65,924	72,019
6		33,256	36,332	39,693	43,363	47,373	51,759	56,546	61,775	67,836	74,108
7		34,220	37,386	40,844	44,621	48,747	53,260	58,186	63,566	69,803	76,257
8		35,212	38,470	42,028	45,915	50,161	54,805	59,873	65,409	71,827	78,468
9		36,233	39,586	43,247	47,247	51,616	56,394	61,609	67,306	73,910	80,744
10		37,284	40,734	44,501	48,617	53,113	58,029	63,396	69,258	76,053	83,086
11		38,365	41,915	45,792	50,027	54,653	59,712	65,234	71,266	78,259	85,495
12		39,478	43,131	47,120	51,478	56,238	61,444	67,126	73,333	80,529	87,974
13		40,623	44,382	48,486	52,971	57,869	63,226	69,073	75,460	82,864	90,525
14		41,801	45,669	49,892	54,507	59,547	65,060	71,076	77,648	85,267	93,150
15		43,013	46,993	51,339	56,088	61,274	66,947	73,137	79,900	87,740	95,851
16		44,260	48,356	52,828	57,715	63,051	68,888	75,258	82,217	90,284	98,631
17		45,544	49,758	54,360	59,389	64,879	70,886	77,440	84,601	92,902	101,491
18		46,865	51,201	55,936	61,111	66,760	72,942	79,686	87,054	95,596	104,434
19		48,224	52,686	57,558	62,883	68,696	75,057	81,997	89,579	98,368	107,463
20	49,622	49,622	54,214	59,227	64,707	70,688	77,234	84,375	92,177	101,221	110,579
21	46,737	51,061	55,786	60,945	66,584	72,738	79,474	86,822	94,850	104,156	113,786
22	48,092	52,542	57,404	62,712	68,515	74,847	81,779	89,340	97,601	107,177	117,086
23	49,487	54,066	59,069	64,531	70,502	77,018	84,151	91,931	100,431	110,285	120,481
24	50,922	55,634	60,782	66,402	72,547	79,252	86,591	94,597	103,343	113,483	123,975
25	52,399	57,247	62,545	68,328	74,651	81,550	89,102	97,340	106,340	116,774	127,570
26	53,919	58,907	64,359	70,310	76,816	83,915	91,686	100,163	109,424	120,160	131,270
27	55,483	60,615	66,225	72,349	79,044	86,349	94,345	103,068	112,597	123,645	135,077
28	57,092	62,373	68,146	74,447	81,336	88,853	97,081	106,057	115,862	127,231	138,994
29	58,748	64,182	70,122	76,606	83,695	91,430	99,896	109,133	119,222	130,921	143,025
30	60,452	66,043	72,156	78,828	86,122	94,081	102,793	112,298	122,679	134,718	147,173
31	62,205	67,958	74,249	81,114	88,620	96,809	105,774	115,555	126,237	138,625	151,441

# Proposed for FY25 Classified Scale



Overall average 6% over FY24 adjusted scale

Proposed actions:

- Starting wage (G1) up 3.2%
- Equalize the grade differentials at 9.0%
- Increase the step increment to 3%
- Top of scale at step 30
- Range 3.2% to 9.2% (except at top)

Proposed DRAFT FY25 12 mth annual salary w/ equalized steps and grades											
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11
1	27,228	29,679	32,350	35,262	38,436	41,895	45,666	49,776	54,256	59,139	64,462
2	28,045	30,569	33,321	36,320	39,589	43,152	47,036	51,269	55,884	60,913	66,396
3	28,886	31,486	34,321	37,410	40,777	44,447	48,447	52,807	57,561	62,740	68,388
4	29,753	32,431	35,351	38,532	42,000	45,780	49,900	54,391	59,288	64,622	70,440
5	30,646	33,404	36,412	39,688	43,260	47,153	51,397	56,023	61,067	66,561	72,553
6	31,565	34,406	37,504	40,879	44,558	48,568	52,939	57,704	62,899	68,558	74,730
7	32,512	35,438	38,629	42,105	45,895	50,025	54,527	59,435	64,786	70,615	76,972
8	33,487	36,501	39,788	43,368	47,272	51,526	56,163	61,218	66,730	72,733	79,281
9	34,492	37,596	40,982	44,669	48,690	53,072	57,848	63,055	68,732	74,915	81,659
10	35,527	38,724	42,211	46,009	50,151	54,664	59,583	64,947	70,794	77,162	84,109
11	36,593	39,886	43,477	47,389	51,656	56,304	61,370	66,895	72,918	79,477	86,632
12	37,691	41,083	44,781	48,811	53,206	57,993	63,211	68,902	75,106	81,861	89,231
13	38,822	42,315	46,124	50,275	54,802	59,733	65,107	70,969	77,359	84,317	91,908
14	39,987	43,584	47,508	51,783	56,446	61,525	67,060	73,098	79,680	86,847	94,665
15	41,187	44,892	48,933	53,336	58,139	63,371	69,072	75,291	82,070	89,452	97,505
16	42,423	46,239	50,401	54,936	59,883	65,272	71,144	77,550	84,532	92,136	100,430
17	43,696	47,626	51,913	56,584	61,679	67,230	73,278	79,877	87,068	94,900	103,443
18	45,007	49,055	53,470	58,282	63,529	69,247	75,476	82,273	89,680	97,747	106,546
19	46,357	50,527	55,074	60,030	65,435	71,324	77,740	84,741	92,370	100,679	109,742
20	47,748	52,043	56,726	61,831	67,398	73,464	80,072	87,283	95,141	103,699	113,034
21	49,180	53,604	58,428	63,686	69,420	75,668	82,474	89,901	97,995	106,810	116,425
22	50,655	55,212	60,181	65,597	71,503	77,938	84,948	92,598	100,935	110,014	119,918
23	52,175	56,868	61,986	67,565	73,648	80,276	87,496	95,376	103,963	113,314	123,516
24	53,740	58,574	63,846	69,592	75,857	82,684	90,121	98,237	107,082	116,713	127,221
25	55,352	60,331	65,761	71,680	78,133	85,165	92,825	101,184	110,294	120,214	131,038
26	57,013	62,141	67,734	73,830	80,477	87,720	95,610	104,220	113,603	123,820	134,969
27	58,723	64,005	69,766	76,045	82,891	90,352	98,478	107,347	117,011	127,535	139,018
28	60,485	65,925	71,859	78,326	85,378	93,063	101,432	110,567	120,521	131,361	143,189
29	62,300	67,903	74,015	80,676	87,939	95,855	104,475	113,884	124,137	135,302	147,485
30	64,169	69,940	76,235	83,096	90,577	98,731	107,609	117,301	127,861	139,361	151,910



# Proposed for FY25 Classified Scale



Example shows changes to Grade 1 and Grade 11: current scale to adjusted scale in January 2024 to proposed FY25 scale

- Employee would receive 2% more on their current annual salary in January 2024
- Then in the new fiscal year, employee would receive a step movement plus the enhanced scale value and percentage as shown

Step	Grade 1					Grade 11				
	FY24 Current Grade 1	FY24 Adjusted Grade 1	% Diff	FY25 Proposed Grade 1	% over FY24 Adjusted	FY24 Current Grade 11	FY24 Adjusted Grade 11	% Diff	FY25 Proposed Grade 11	% over FY24 Adjusted
1	25,867	26,384	2.0%	27,228		62,980	64,237	2.0%	64,462	
2	26,617	27,149	2.0%	28,045	6.3%	64,806	66,100	2.0%	66,396	3.4%
3	27,389	27,936	2.0%	28,886	6.4%	66,685	68,017	2.0%	68,388	3.5%
4	28,183	28,746	2.0%	29,753	6.5%	68,619	69,989	2.0%	70,440	3.6%
5	29,000	29,580	2.0%	30,646	6.6%	70,609	72,019	2.0%	72,553	3.7%
6	29,841	30,438	2.0%	31,565	6.7%	72,657	74,108	2.0%	74,730	3.8%
7	30,706	31,321	2.0%	32,512	6.8%	74,764	76,257	2.0%	76,972	3.9%
8	31,596	32,229	2.0%	33,487	6.9%	76,932	78,468	2.0%	79,281	4.0%
9	32,512	33,164	2.0%	34,492	7.0%	79,163	80,744	2.0%	81,659	4.1%
10	33,455	34,126	2.0%	35,527	7.1%	81,459	83,086	2.0%	84,109	4.2%
11	34,425	35,116	2.0%	36,593	7.2%	83,821	85,495	2.0%	86,632	4.3%
12	35,423	36,134	2.0%	37,691	7.3%	86,252	87,974	2.0%	89,231	4.4%
13	36,450	37,182	2.0%	38,822	7.4%	88,753	90,525	2.0%	91,908	4.5%
14	37,507	38,260	2.0%	39,987	7.5%	91,327	93,150	2.0%	94,665	4.6%
15	38,595	39,370	2.0%	41,187	7.7%	93,975	95,851	2.0%	97,505	4.7%
16	39,714	40,512	2.0%	42,423	7.8%	96,700	98,631	2.0%	100,430	4.8%
17	40,866	41,687	2.0%	43,696	7.9%	99,504	101,491	2.0%	103,443	4.9%
18	42,051	42,896	2.0%	45,007	8.0%	102,390	104,434	2.0%	106,546	5.0%
19	43,270	44,140	2.0%	46,357	8.1%	105,359	107,463	2.0%	109,742	5.1%
20	44,525	45,420	2.0%	47,748	8.2%	108,414	110,579	2.0%	113,034	5.2%
21	45,816	46,737	2.0%	49,180	8.3%	111,558	113,786	2.0%	116,425	5.3%
22	47,145	48,092	2.0%	50,655	8.4%	114,793	117,086	2.0%	119,918	5.4%
23	48,512	49,487	2.0%	52,175	8.5%	118,122	120,481	2.0%	123,516	5.5%
24	49,919	50,922	2.0%	53,740	8.6%	121,548	123,975	2.0%	127,221	5.6%
25	51,367	52,399	2.0%	55,352	8.7%	125,073	127,570	2.0%	131,038	5.7%
26	52,857	53,919	2.0%	57,013	8.8%	128,700	131,270	2.0%	134,969	5.8%
27	54,390	55,483	2.0%	58,723	8.9%	132,432	135,077	2.0%	139,018	5.9%
28	55,967	57,072	2.0%	60,485	9.0%	136,273	138,994	2.0%	143,189	6.0%
29	57,590	58,748	2.0%	62,300	9.1%	140,225	143,025	2.0%	147,485	6.1%
30	59,260	60,452	2.0%	64,169	9.2%	144,292	147,173	2.0%	151,910	6.2%
31	60,979	62,205	2.0%	64,169	6.1%	148,476	151,441	2.0%	151,910	3.2%

# Stipends and Supplements Proposal

Agree to the following:

- \$2,500 for National Board application and registration fees

On Hold until completion of Stipend Study:

- \$5,000 annual stipend for certifications for OT, PT, SLP, Nurse, and Psychologists
- Extra curricular and supplemental assignments per schedule
- \$3,000 annual stipend for SPED & ELL Department Chairs
- \$3,000 stipend for staff responsible for writing and coordinating IEPs



# PWCS Proposal – Summary of Additional Funding Needed



PWCS Proposal	Estimated Additional Funding Needed in FY25
Salary initiative - Average 6% increase	\$ 63.2 million (grades 1-12)
Stipends and Supplements Proposal: <ul style="list-style-type: none"> <li>• <i>Increase National Board Certification</i></li> <li>• <i>Other stipends</i></li> </ul>	\$ 0.02 million To Be Determined

**Estimated Cost: \$63.22 million**

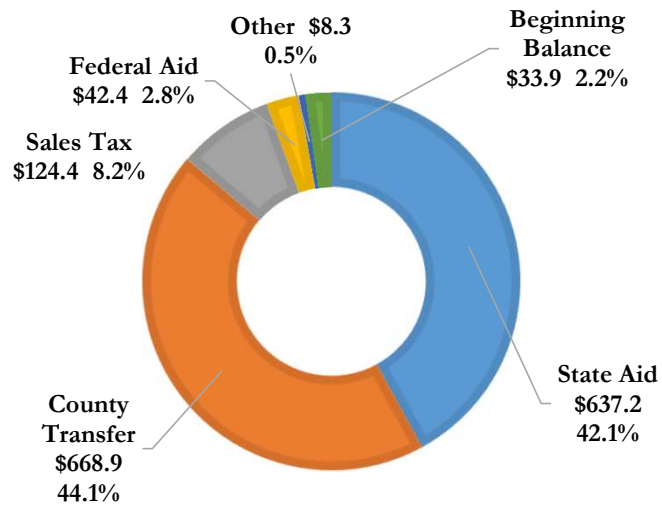
The forecasts supporting this proposal are based on preliminary revenue information. The Governor’s FY25 Introduced Budget and FY25 revenue forecasts from Prince William County will both be available in late December 2023. If funding is insufficient to support this proposal, then it will be necessary to revisit and potentially adjust this proposal.

The \$63.22 million detailed in this proposal includes pay adjustments for the bargaining units only, and does not include costs for salary adjustments for administrative employees. Additionally, the 2% increase that was funded by the General Assembly and signed by the Governor on Sept 14 is excluded from this proposal but will need to be built into the FY25 budget as this increase was added mid-year.

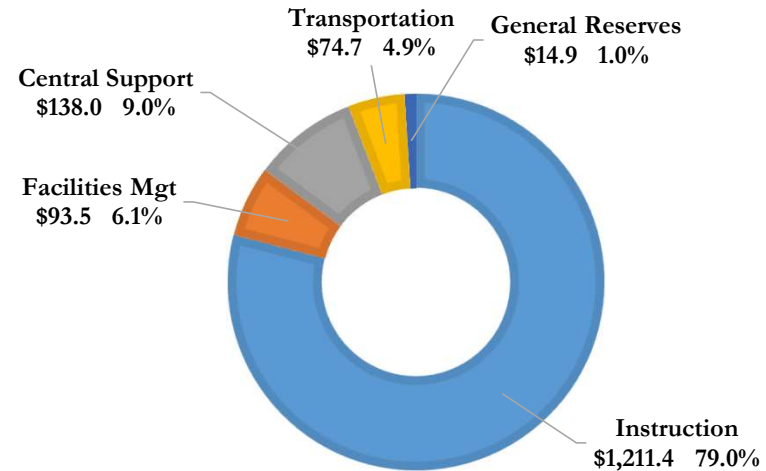
# Revenue and Expenditures FY 2024 General Fund

(\$ in millions)

## WHERE IT COMES FROM



## WHERE IT GOES



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



