

PWCS WAGE PROPOSAL TO PWEA

September 19, 2023

Summary

As outlined in the Prince William County Schools (PWCS) Strategic Plan, “Launching Thriving Futures,” PWCS is committed to regionally competitive compensation and benefits. This proposal outlines our continued investment for the 2024-25 school year as we work to improve the competitiveness of our compensation and benefits.

The key components of this proposal include a salary scale adjustment, scale enhancements, step progression, placement (step) improvement for selected staff, National Board-Certified Teacher (NBCT) application reimbursement, and consideration for increased stipends and supplements.

The forecasts supporting this proposal are based on preliminary revenue information. The Governor’s FY 2025 Introduced Budget and FY 2025 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 14th is excluded from this proposal but will need to be built into the FY 2025 budget as this increase was added mid-year.

Proposal Details

Salary Scale Adjustment and Enhancement Summary

- For FY25, PWCS will provide an average 6% salary increase.
 - *The total estimated cost of this initiative is approximately \$63.2 million (\$47.5 million for teachers and \$15.7 million for classified staff) over and above the cost of the 2% in January 2024.*
- This includes scale enhancements across all scales and allows for placement (step) improvement in the teacher scale for selected staff.

1. FY25 Teacher Scale Proposal

- The scales will be increased by approximately 2.1%.
- A step movement for all (except those placed at the top).
- Provide a targeted "lift" equivalent to an additional step for staff with 12-18 years of experience as of June 30, 2024.

- *Reason: This targeted range is an area of the scale for most in need of placement improvement based on comparison with peer school divisions.*
- The range of increases over January 2024 is approximately 5.2% to 9% and top step increase hovers around 2.2%. (*Note: actual % increases vary based on degree supplement*).
- Provides an overall average salary increase of 6%.

2. FY25 Classified Scale Proposal

- *Improve* the Grade 1, Step 1 wage by 3.2%.
- Equalize the differential between the grades.
- Increase step increment to 3%.
- Set scale to 30 steps.
- A step movement for all (except those placed at the top two steps).
- The range of increases over January 2024 is approximately 3.2% to 9.2% (except for those at the top step).
- Provide an overall average salary increase of 6%.

3. NBCT Application Reimbursement

- PWCS will cover the cost of the NBCT application fees up to \$2,500.

4. Stipends and Supplements

- PWCS has currently contracted with an external vendor to conduct a stipend/supplement study. Once completed and reviewed, the following will be considered:
 - Annual stipends for certifications for Occupational Therapists (OT), *Physical* Therapists (PT), Speech-Language Pathologists (SLP), Nurses, and Psychologists.
 - Extra-curricular and supplemental assignments.
 - Annual stipend for Special Education (SPED) and English Language Learner (ELL) Department Chairs.
 - Annual stipend for staff responsible for writing and coordinating Individualized Education Programs (IEPs).

Conclusion

PWCS is committed to ensuring market competitiveness while balancing scale improvement with efforts to improve placement. This proposal aims to address areas of our pay scales needing improvement and also provides increased compensation for staff placed in areas of the scale that are the least competitive. We believe these actions will contribute to the continued success of PWCS in attracting and retaining the best talent while being fiscally responsible.