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## Loudoun County School Board Meeting

Department of Business and Financial Services:  
Update Regarding the Competitive Teacher Salaries Strategic Action

&

Department of Human Resources and Talent Development:  
Update Regarding Classification Review

November 13, 2018

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# LCPS Strategic Plan



**Goal 2: Cultivate a high-performing team of professionals focused on our mission and goals.**

## **Topic: Competitive Teacher Salaries**

STRATEGIC ACTION	PERFORMANCE MEASURE	DESIRED OUTCOME
<p>By 2020, the competitiveness of the LCPS teacher salary schedule will be ranked one of five (1 of 5) by comparing BA step 1 and MA step 1 and three of five (3 of 5) by comparing MA with 10 years of experience and average salary.</p>	<p>Comparative data will be provided by selected Virginia participants from the WABE Guide.</p> <p>Alexandria Arlington Fairfax Loudoun Prince William</p>	<p>FY16 Baseline BA – Rank 2 of 5 MA – Rank 2 of 5 MA+10 – Rank 4 of 5 Average – Rank 4 of 5</p>
		<p>FY17 BA – Maintain rank 2 of 5 or better MA – Maintain rank 2 of 5 or better MA+10 – Maintain rank 4 of 5 or better Average – Maintain rank 4 of 5</p>
		<p>FY18 BA – Maintain rank 2 of 5 or better MA – Maintain rank 2 of 5 or better MA+10 – Rank 3 of 5 Average – Maintain rank 4 of 5</p>
		<p>FY19 BA – Maintain rank 2 of 5 or better MA – Maintain rank 2 of 5 or better MA+10 – Maintain rank 3 of 5 Average – Rank 3 of 5</p> <p>FY20 BA – Rank 1 of 5 MA – Rank 1 of 5 MA+10 – Maintain rank 3 of 5 Average – Maintain rank 3 of 5</p>

BA = Bachelor Scale  
MA = Master Scale

# Strategic Action Progress

FY 16 Baseline	
BA	Rank 2 of 5
MA	Rank 2 of 5
MA+10	Rank 4 of 5
Average	Rank 4 of 5

FY17 Desired Outcome		Met Goal	Actual Rank
BA	Rank 2 of 5	Y	1
MA	Rank 2 of 5	Y	1
MA+10	Rank 4 of 5	Y	4
Average	Rank 4 of 5	Y	3

FY18 Desired Outcome		Met Goal	Actual Rank
BA	Rank 2 of 5	Y	1
MA	Rank 2 of 5	Y	1
MA+10	Rank 3 of 5	N	4
Average	Rank 4 of 5	Y	3

# FY19 Salary Comparison

## BA/MA Steps 1, MA Step 10, & Average

### FY19 Strategic Plan Goals

- ✓ BA maintain 2<sup>nd</sup> ranking or better
- ✓ MA maintain 2<sup>nd</sup> ranking or better
- MA+10 3<sup>rd</sup> ranking or better
- Avg. 3<sup>rd</sup> ranking or better

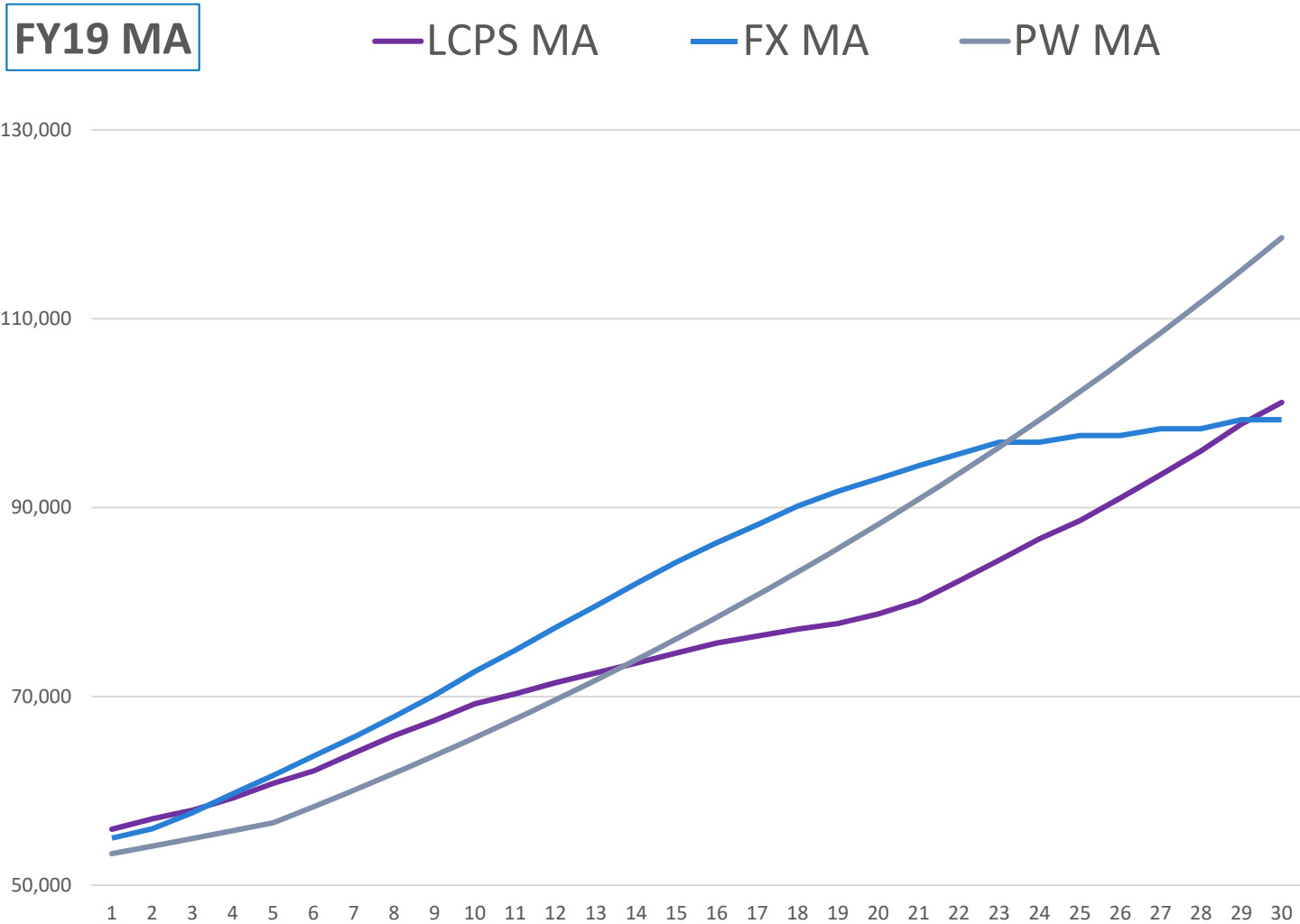
DIVISION	BA Step 1
Loudoun	\$50,171
Fairfax	\$50,000
Alexandria	\$48,894
Arlington	\$48,228
Prince William	\$47,724

DIVISION	MA Step 1
Loudoun	\$55,941
Alexandria	\$55,813
Fairfax	\$55,000
Prince William	\$53,353
Arlington	\$53,173

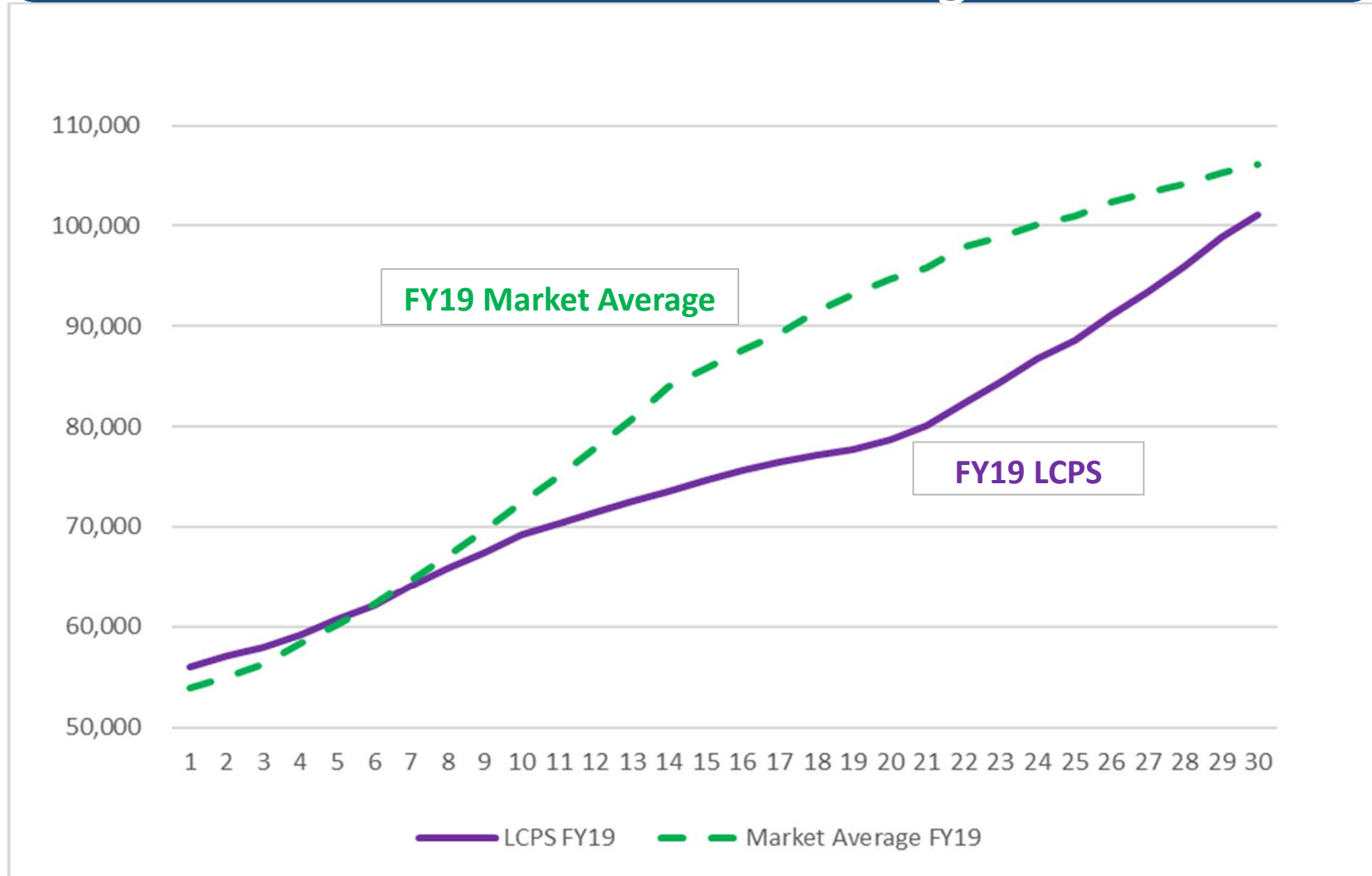
DIVISION	MA +10
Arlington	\$77,093
Alexandria	\$76,979
Fairfax	\$72,658
Loudoun	\$69,221
Prince William	\$63,739

DIVISION	Average
Alexandria	\$60,562
Arlington	\$59,498
Fairfax	\$59,219
Loudoun	\$58,444
Prince William	\$54,939

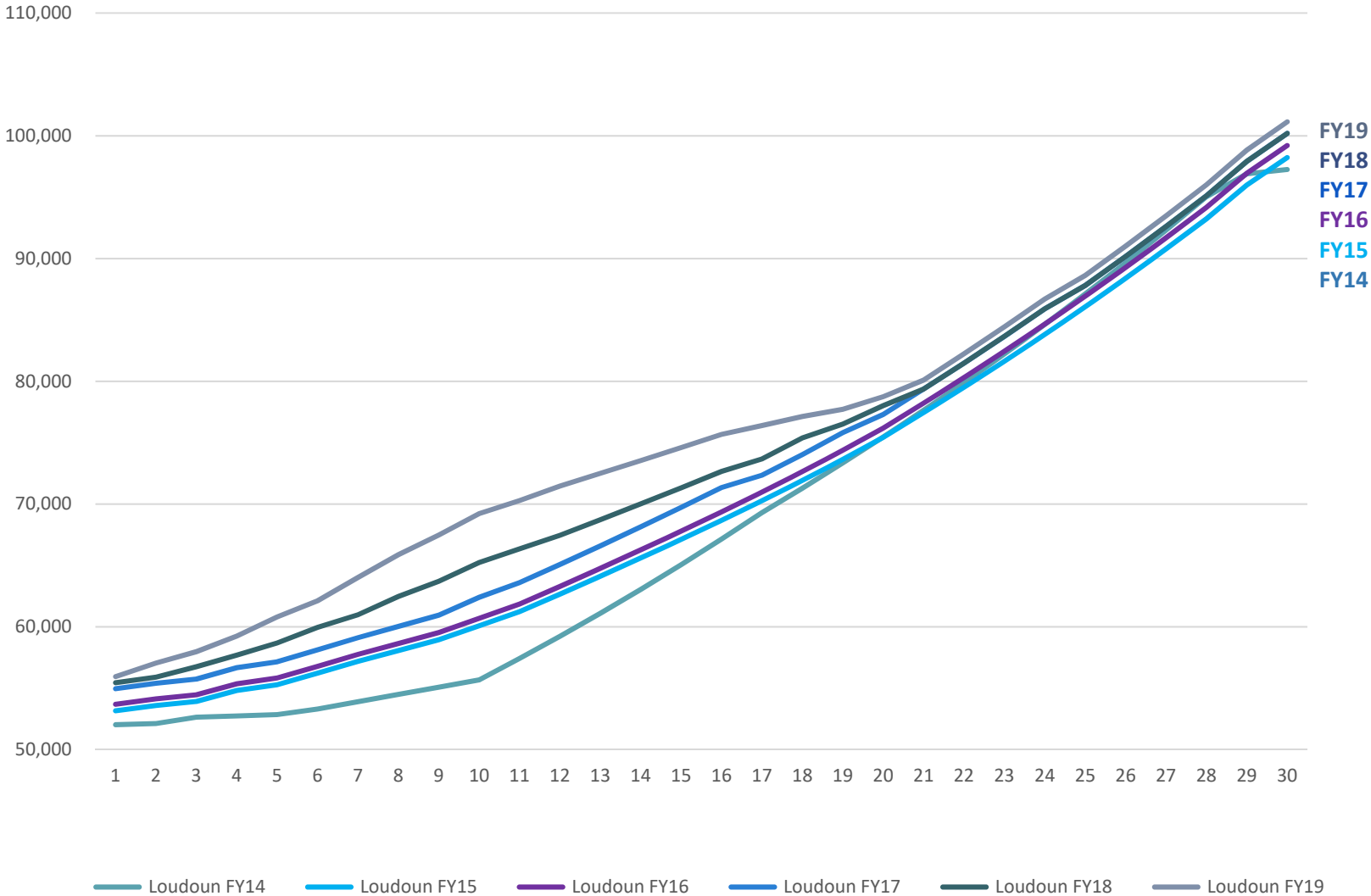
# FY19 Salary Schedules MA Compared



# FY19 LCPS Master's Comparison to FY19 Market Average



# FY14 – FY19 Master's



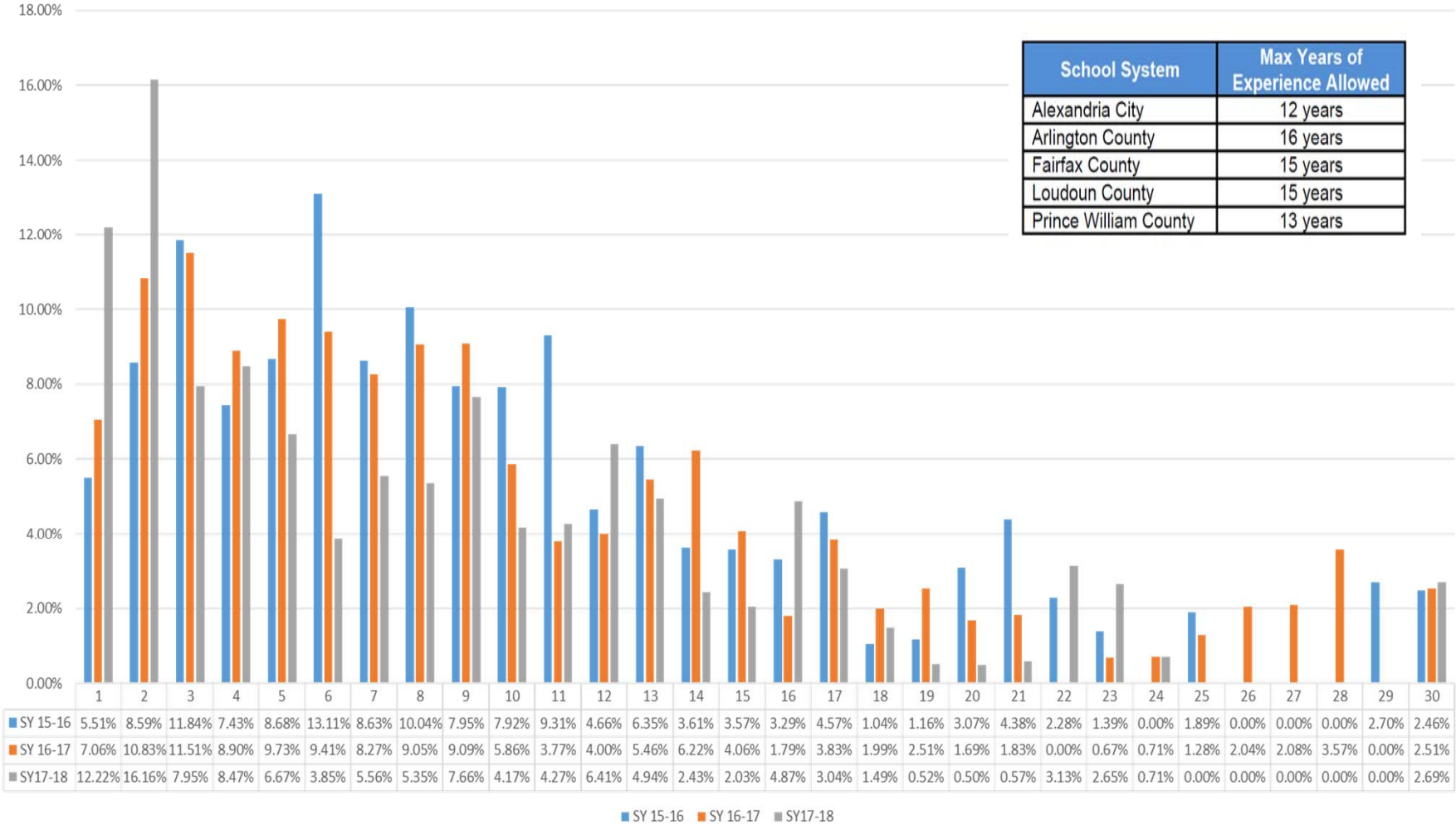
# Teacher Retention

- EdPolicyWorks Virginia Teacher Retention Study
  - 50% of first-time teachers left initial school after 4 years
  - 50% of first-time teachers were no longer teaching in Virginia after 11 years
- Virginia Model Teacher Exit Questionnaire
  - 33% of exiting teachers indicated that a pay increase would have been an incentive to stay
  - 30.8% of those respondents had five or fewer years of experience



# LCPS Licensed Resignations

Licensed Resignations Comparison by Step



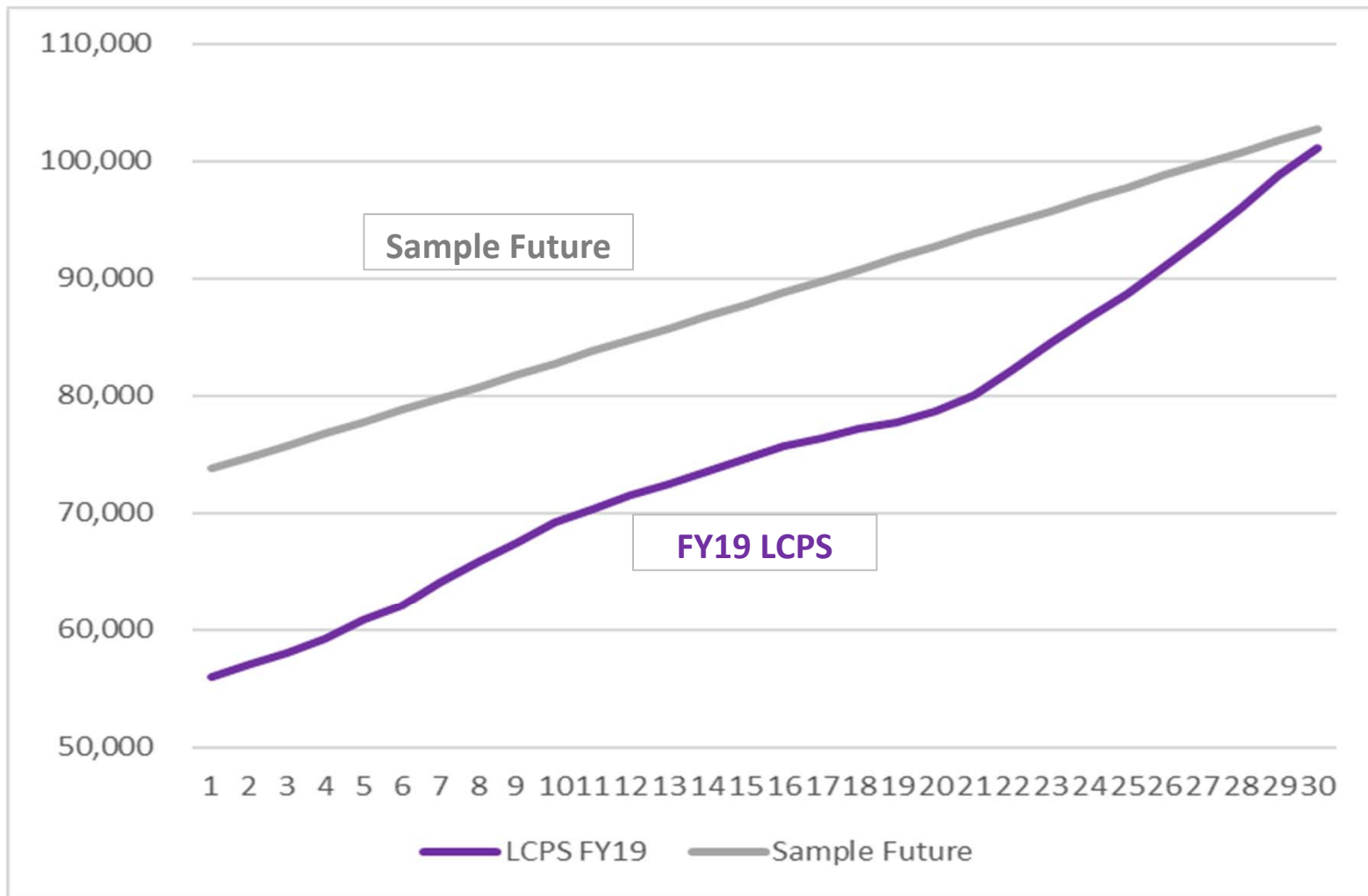
# Sample Future Scale

- We considered a sample future scale to articulate the principles to guide restructuring for future years.
- Two draft FY20 proposed scale options move us towards the sample future scale.
- It is not financially feasible to implement the sample future scale in the next few years.
- We are not recommending the sample future scale. It provides context for the draft FY20 proposed scales.

# Scale Restructure Principles

- Provide teachers greater compensation earlier in their careers.
  - ✓ Give teachers more choices sooner (buying a home, saving for retirement, disposable income).
  - ✓ Increase likelihood of attracting new teachers.
  - ✓ Increase likelihood of attracting teachers with some experience at the time of their career when they are more likely to leave their current employer.
  - ✓ Increase likelihood of retaining teachers at the time of their career when they are most likely to leave teaching.
- Improve consistency of increases between steps.
  - ✓ Promote retention by working towards providing teachers with a stable annual increase throughout their career, even in years without scale adjustments.

# FY19 LCPS and Sample Future Scales

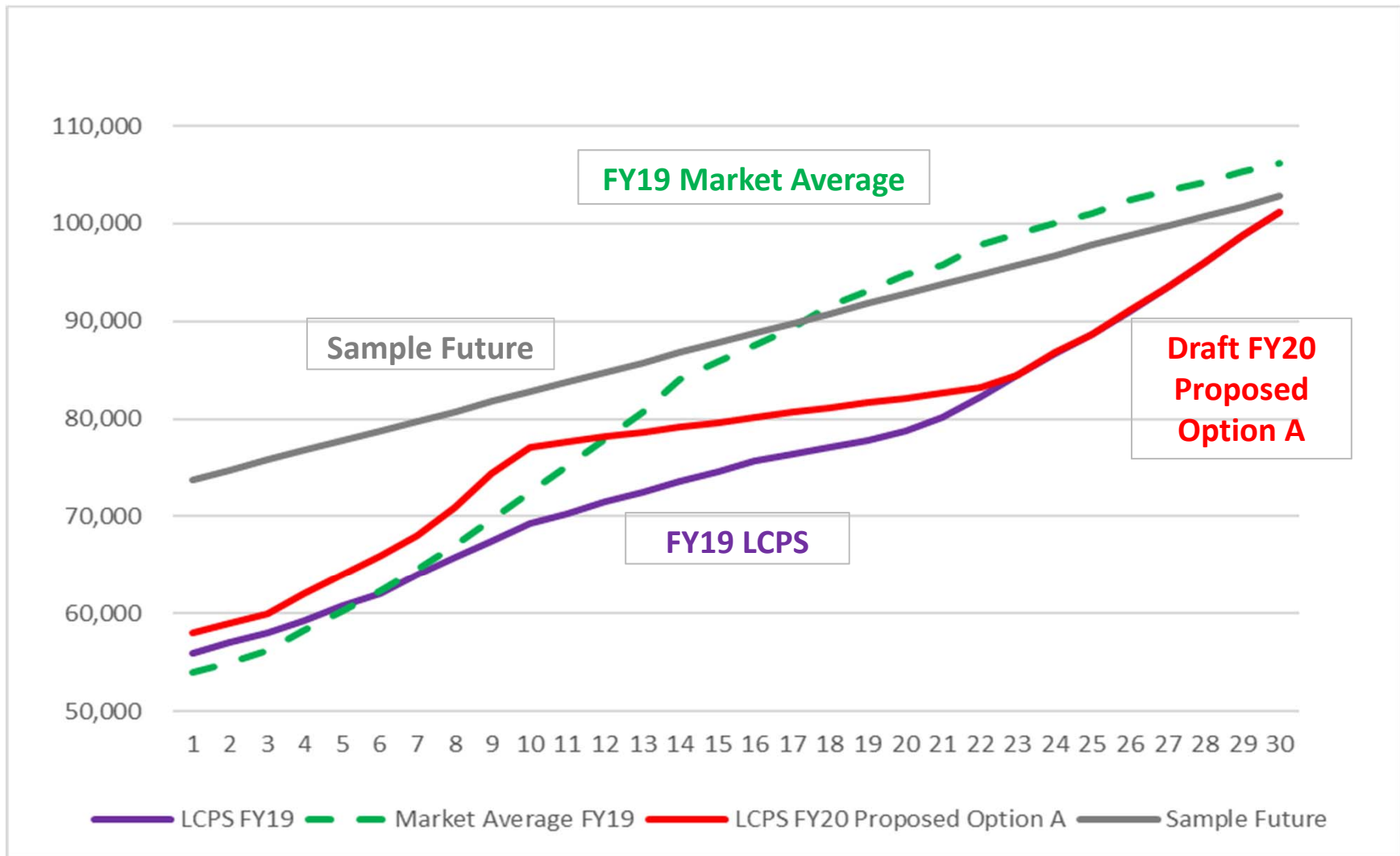


Master Scale depicted

# Teacher Salary Restructure Costs

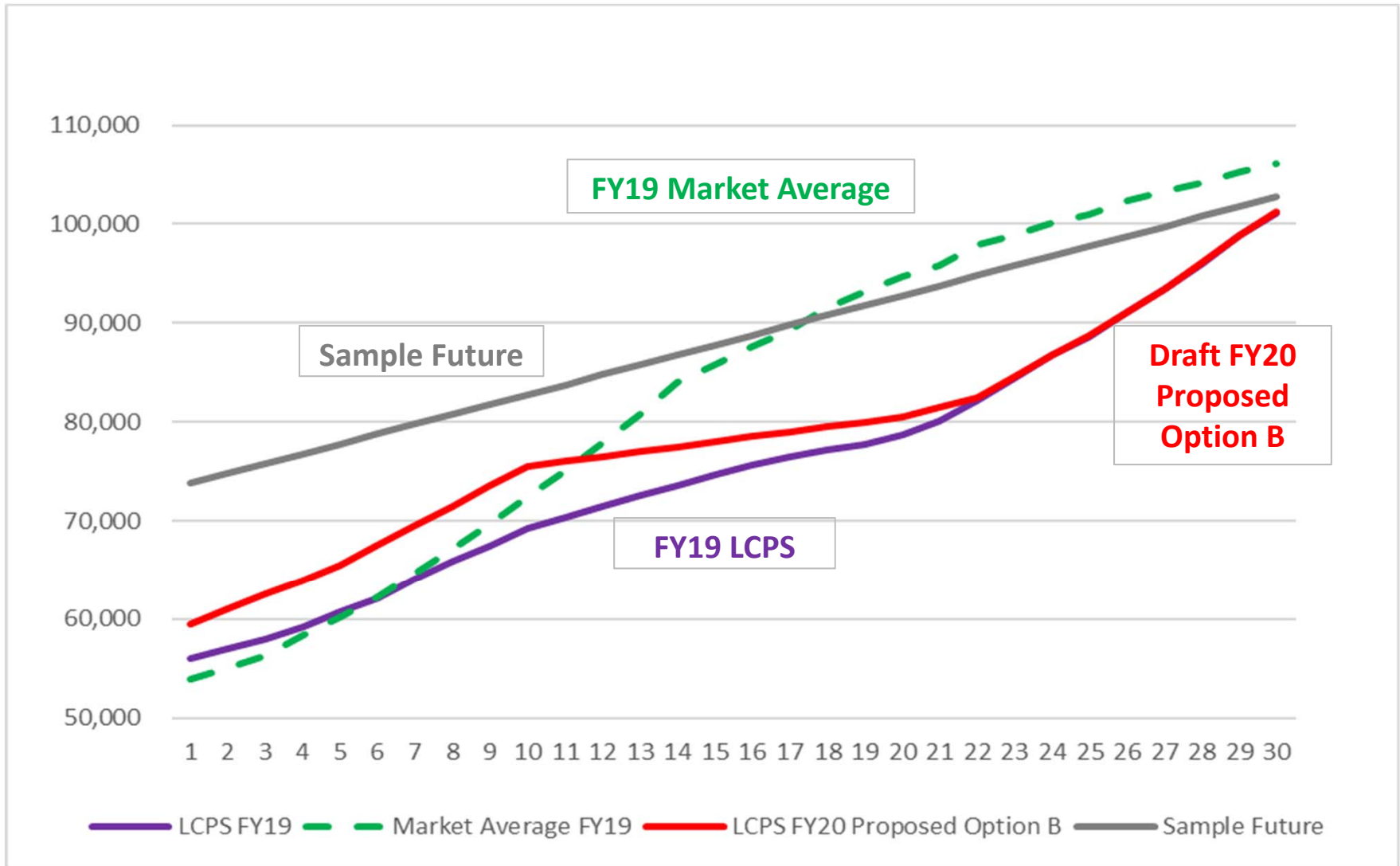
FY20 Preliminary Fiscal Outlook, August 2018	\$29.0m
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Draft FY20 Proposed Option A	\$30.5m
Draft FY20 Proposed Option B	\$30.5m

# FY19 LCPS, FY19 Market Average, Sample Future and Draft FY20 Proposed Option A Scales



Master Scale depicted

# FY19 LCPS, FY19 Market Average, Sample Future and Draft FY20 Proposed Option B Scales



Master Scale depicted

# Restructure Principle #1

Provide teachers greater compensation earlier in their careers.

Step	FY19 Master's		Draft FY20 Proposed Option A Master's		Draft FY20 Proposed Option B Master's		Sample Future Master's	
	Sum of Step Increases	Sum of Salary Amounts	Sum of Step Increases	Sum of Salary Amounts	Sum of Step Increases	Sum of Salary Amounts	Sum of Step Increases	Sum of Salary Amounts
<b>1-5</b>	4,859	290,995	6,000	302,998	6,000	312,500	4,000	378,850
<b>6-10</b>	8,421	328,698	13,150	356,649	10,000	357,499	5,000	403,850
<b>11-15</b>	5,383	362,399	2,500	393,249	2,500	384,999	5,000	428,850
<b>16-20</b>	4,139	385,668	2,500	405,749	2,500	397,499	5,000	453,850
<b>21-25</b>	9,880	422,106	6,525	425,748	8,200	423,998	5,000	478,850
<b>26-30</b>	12,518	480,467	12,468	480,537	12,492	480,791	5,000	503,850



# Restructure Principle #2

Improve consistency of increases between steps.

Step	FY19 Master's	Draft FY20 Proposed Option A Master's	Draft FY20 Proposed Option B Master's	Sample Future Master's
1	-	-	-	-
2	1,107	1,000	1,500	1,000
3	921	1,000	1,500	1,000
4	1,271	2,000	1,500	1,000
5	1,560	2,000	1,500	1,000
6	1,314	2,000	2,000	1,000
7	1,906	2,000	2,000	1,000
8	1,852	3,000	2,000	1,000
9	1,600	3,500	2,000	1,000
10	1,749	2,650	2,000	1,000
11	1,066	500	500	1,000
12	1,175	500	500	1,000
13	1,038	500	500	1,000
14	1,047	500	500	1,000
15	1,057	500	500	1,000
16	1,067	500	500	1,000
17	726	500	500	1,000
18	737	500	500	1,000
19	590	500	500	1,000
20	1,020	500	500	1,000
21	1,356	500	1,000	1,000
22	2,141	500	1,000	1,000
23	2,199	1,350	2,000	1,000
24	2,265	2,275	2,300	1,000
25	1,919	1,900	1,900	1,000
26	2,389	2,400	2,400	1,000
27	2,459	2,400	2,400	1,000
28	2,532	2,530	2,600	1,000
29	2,835	2,836	2,800	1,000
30	2,303	2,302	2,291	1,000

# Consistency of Increases Between Steps

Step	Draft FY20 Proposed Option A Master's	Draft FY20 Proposed Option B Master's
1	-	-
2	1,000	1,500
3	1,000	1,500
4	2,000	1,500
5	2,000	1,500
6	2,000	2,000
7	2,000	2,000
8	3,000	2,000
9	3,500	2,000
10	2,650	2,000
11	500	500
12	500	500
13	500	500
14	500	500
15	500	500
16	500	500
17	500	500
18	500	500
19	500	500
20	500	500
21	500	1,000
22	500	1,000
23	1,350	2,000
24	2,275	2,300
25	1,900	1,900
26	2,400	2,400
27	2,400	2,400
28	2,530	2,600
29	2,836	2,800
30	2,302	2,291

- Staff does not recommend shrinking the step increases up to steps 23 to 30 in order to enlarge the step increases up to steps 11 to 22.
- This would require decreasing some FY20 steps between 23 and 30 to a lower level than in FY19.
- For example, in order to make the step increase from step 25 to step 26 be \$2,000 rather than \$2,400, LCPS would have to set FY20 step 26 compensation below FY19 step 26 compensation.

# Consistency of Increases Between Steps

Step	Draft FY20 Proposed Option A Master's	Draft FY20 Proposed Option B Master's
1	-	-
2	1,000	1,500
3	1,000	1,500
4	2,000	1,500
5	2,000	1,500
6	2,000	2,000
7	2,000	2,000
8	3,000	2,000
9	3,500	2,000
10	2,650	2,000
11	500	500
12	500	500
13	500	500
14	500	500
15	500	500
16	500	500
17	500	500
18	500	500
19	500	500
20	500	500
21	500	1,000
22	500	1,000
23	1,350	2,000
24	2,275	2,300
25	1,900	1,900
26	2,400	2,400
27	2,400	2,400
28	2,530	2,600
29	2,836	2,800
30	2,302	2,291

- Staff does not recommend shrinking the step increases up to steps 4 to 10 in order to enlarge the step increases up to steps 11 to 22, even though this could be done in a cost-neutral manner.
  - ✓ This would reflect prioritizing the consistency of step increases over the principle of greater compensation earlier.
  - ✓ This would make LCPS less competitive in steps 4 to 10, even though more teachers are on steps 4 to 10 than on steps 11 to 22.
  - ✓ This would result in relatively greater scale adjustment cost for steps 11 to 22 than for steps 1 to 10.

# Draft FY20 Proposed Option A Teacher Scale Adjustment

Steps	Average Percentage Adjustment	Number of Teachers	Estimated Cost (in millions)
1-5	4.6%	1,716	\$5.2
6-10	9.2%	1,522	\$10.0
11-15	9.3%	1,215	\$9.4
16-20	5.6%	1,009	\$5.1
21-25	1.0%	879	\$0.8
26-30	0.0%	422	\$0.0
Average Weighted % Increase/Total	5.8%	6,763	\$30.5

# Draft FY20 Proposed Option A Scale Adjustments, Step, and Employee Increase

Steps	Scale Adjustment Range	Draft FY20 Proposed Option A Scale Step Range	Average FY19 to FY20 Increase
1-5	\$1,953 - \$3,200	\$1,000 - \$2,000	\$3,701
6-10	\$3,886 - \$7,929	\$2,000 - \$3,500	\$7,274
11-15	\$5,046 - \$7,363	\$500 - \$500	\$7,247
16-20	\$3,407 - \$4,479	\$500 - \$500	\$4,844
21-25	\$52 - \$2,551	\$500 - \$2,275	\$2,705
26-30	\$1 - \$63	\$2,110 - \$2,836	\$2,506
30*	NA	\$952 - \$1,071	NA

\* Step 30 Employees are eligible for a one-time payment of 1% of the annual salary.

The overall average teacher salary increase of both step increases and salary scale adjustments is \$4,748.

# Draft FY20 Proposed Option A Salary Comparison BA/MA Steps 1, MA Step 10, & Average

## FY20 Strategic Plan Goals

- ✓ BA maintain 2<sup>nd</sup> ranking or better
- ✓ MA maintain 2<sup>nd</sup> ranking or better
- ✓ MA+10 3<sup>rd</sup> ranking or better
- ✓ Avg. 3<sup>rd</sup> ranking or better

DIVISION	BA Step 1
Loudoun	\$52,230
Fairfax	\$52,050
Alexandria	\$50,605
Arlington	\$48,228
Prince William	\$47,725

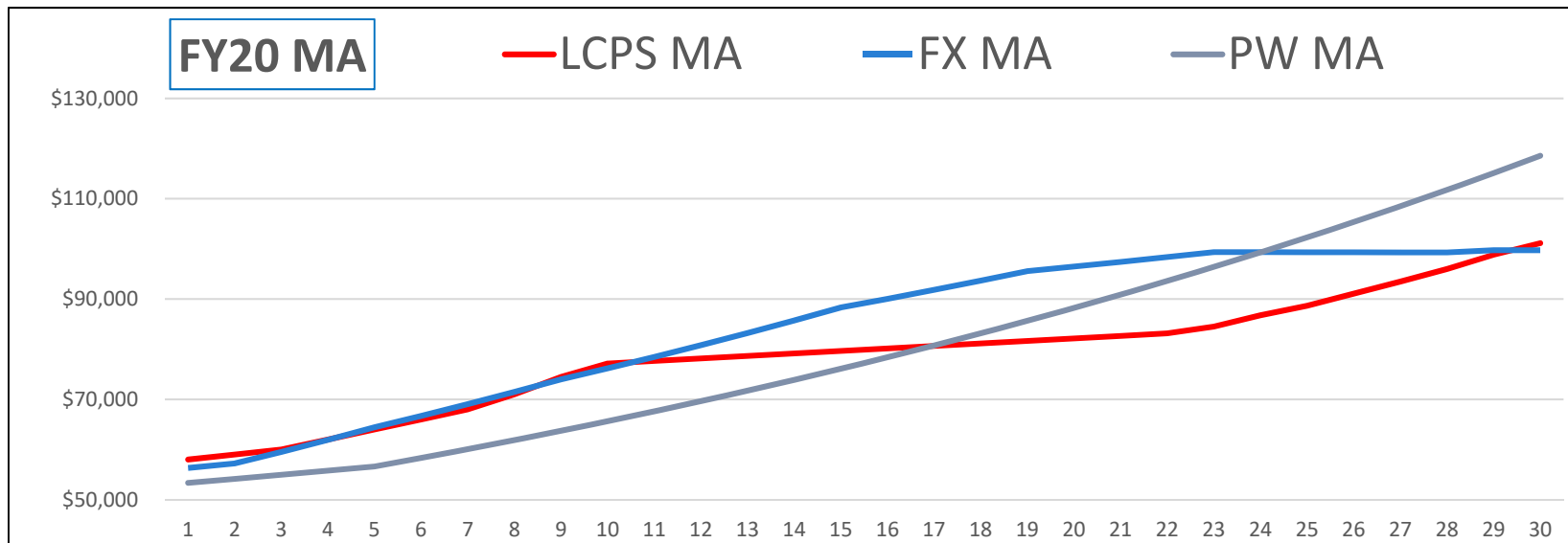
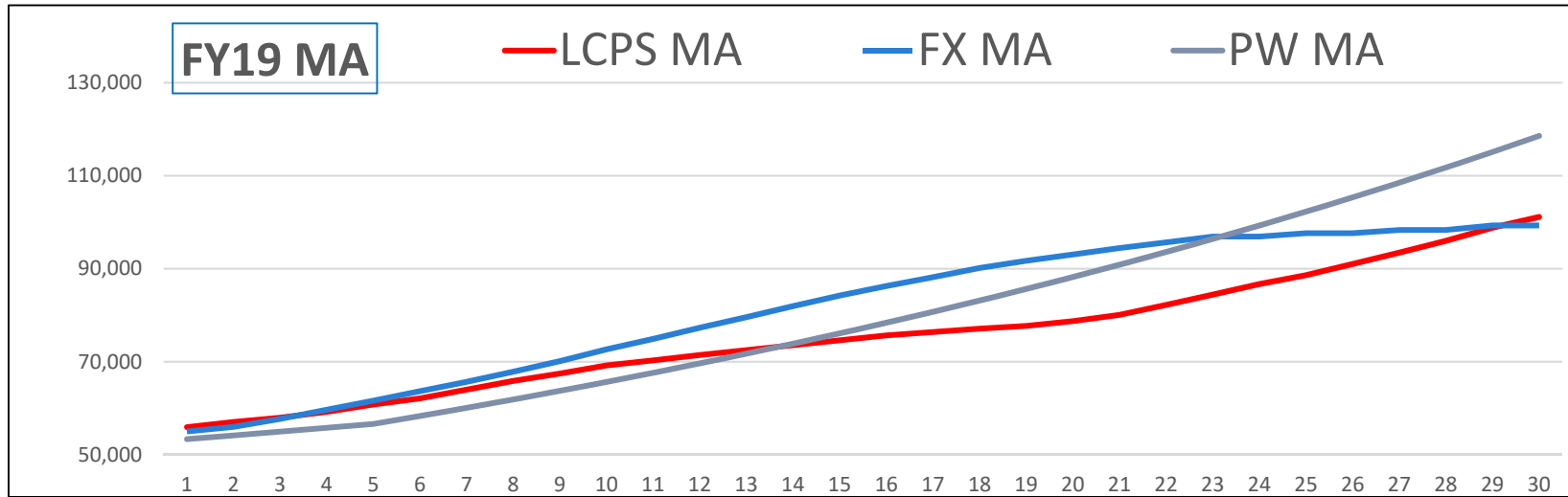
DIVISION	MA Step 1
Loudoun	\$58,000
Alexandria	\$57,487
Fairfax	\$56,320
Prince William	\$53,353
Arlington	\$53,173

DIVISION	MA +10
Alexandria	\$79,673
Fairfax	\$79,415
Loudoun	\$77,150
Arlington	\$77,093
Prince William	\$69,667

DIVISION	Average
Fairfax	\$62,595
Alexandria	\$62,589
Loudoun	\$62,460
Arlington	\$59,498
Prince William	\$56,915

\*Estimates for neighboring jurisdictions based on FY18 to FY19 change.

# FY19 & Draft FY20 Proposed Option A Salary Scales



\*Estimates for neighboring jurisdictions based on FY18 to FY19 change.

# Draft FY20 Proposed Option A Scale

Step	Draft FY20 Proposed Option A					
	TPL/					
	Bachelor's Degree	Bachelor's Plus 15	Bachelor's Plus 30	Master's Plus 30	Master's Plus 30	Doctoral
1	52,230	53,672	55,114	58,000	59,442	63,769
2	53,230	54,672	56,114	59,000	60,442	64,769
3	54,230	55,672	57,114	60,000	61,442	65,769
4	56,230	57,672	59,114	62,000	63,442	67,769
5	58,230	59,672	61,114	64,000	65,442	69,769
6	60,230	61,672	63,114	66,000	67,442	71,769
7	62,230	63,672	65,114	68,000	69,442	73,769
8	65,230	66,672	68,114	71,000	72,442	76,769
9	68,730	70,172	71,614	74,500	75,942	80,269
10	71,380	72,822	74,264	77,150	78,592	82,919
11	71,880	73,322	74,764	77,650	79,092	83,419
12	72,380	73,822	75,264	78,150	79,592	83,919
13	72,880	74,322	75,764	78,650	80,092	84,419
14	73,380	74,822	76,264	79,150	80,592	84,919
15	73,880	75,322	76,764	79,650	81,092	85,419
16	74,380	75,822	77,264	80,150	81,592	85,919
17	74,880	76,322	77,764	80,650	82,092	86,419
18	75,380	76,822	78,264	81,150	82,592	86,919
19	75,880	77,322	78,764	81,650	83,092	87,419
20	76,380	77,822	79,264	82,150	83,592	87,919
21	76,880	78,322	79,764	82,650	84,092	88,419
22	77,380	78,822	80,264	83,150	84,592	88,919
23	78,730	80,172	81,614	84,500	85,942	90,269
24	81,005	82,447	83,889	86,775	88,217	92,544
25	82,905	84,347	85,789	88,675	90,117	94,444
26	85,305	86,747	88,189	91,075	92,517	96,844
27	87,705	89,147	90,589	93,475	94,917	99,244
28	90,235	91,677	93,119	96,005	97,447	101,774
29	93,070	94,512	95,954	98,840	100,282	104,609
30	95,180	96,622	98,140	101,142	102,642	107,140

Step	Draft FY20 Proposed Option A Step Increase					
	TPL/					
	Bachelor's Degree	Bachelor's Plus 15	Bachelor's Plus 30	Master's Plus 30	Master's Plus 30	Doctoral
1	-	-	-	-	-	-
2	1,000	1,000	1,000	1,000	1,000	1,000
3	1,000	1,000	1,000	1,000	1,000	1,000
4	2,000	2,000	2,000	2,000	2,000	2,000
5	2,000	2,000	2,000	2,000	2,000	2,000
6	2,000	2,000	2,000	2,000	2,000	2,000
7	2,000	2,000	2,000	2,000	2,000	2,000
8	3,000	3,000	3,000	3,000	3,000	3,000
9	3,500	3,500	3,500	3,500	3,500	3,500
10	2,650	2,650	2,650	2,650	2,650	2,650
11	500	500	500	500	500	500
12	500	500	500	500	500	500
13	500	500	500	500	500	500
14	500	500	500	500	500	500
15	500	500	500	500	500	500
16	500	500	500	500	500	500
17	500	500	500	500	500	500
18	500	500	500	500	500	500
19	500	500	500	500	500	500
20	500	500	500	500	500	500
21	500	500	500	500	500	500
22	500	500	500	500	500	500
23	1,350	1,350	1,350	1,350	1,350	1,350
24	2,275	2,275	2,275	2,275	2,275	2,275
25	1,900	1,900	1,900	1,900	1,900	1,900
26	2,400	2,400	2,400	2,400	2,400	2,400
27	2,400	2,400	2,400	2,400	2,400	2,400
28	2,530	2,530	2,530	2,530	2,530	2,530
29	2,836	2,836	2,836	2,836	2,836	2,836
30	2,110	2,110	2,186	2,302	2,360	2,531



# Draft FY20 Proposed Option B Teacher Scale Adjustment

Steps	Average Percentage Adjustment	Number of Teachers	Estimated Cost (in millions)
1-5	8.2%	1,716	\$9.3
6-10	9.6%	1,522	\$10.8
11-15	6.8%	1,215	\$6.9
16-20	3.3%	1,009	\$3.0
21-25	0.5%	879	\$0.4
26-30	0.1%	422	\$0.0
Average Weighted % Increase/Total	<b>6.0%</b>	<b>6,763</b>	<b>\$30.5</b>

# Draft FY20 Proposed Option B Scale Adjustments, Step, and Employee Increase

Steps	Scale Adjustment Range	Draft FY20 Proposed Option B Scale Step Range	Average FY19 to FY20 Increase
1-5	\$3,559 - \$4,761	\$1,500 - \$1,500	\$5,701
6-10	\$5,386 - \$6,279	\$2,000 - \$2,000	\$7,444
11-15	\$3,396 - \$5,713	\$500 - \$500	\$5,597
16-20	\$1,757 - \$2,829	\$500 - \$500	\$3,194
21-25	\$61 - \$1,401	\$1,000 - \$2,300	\$2,355
26-30	\$29 - \$97	\$2,100 - \$2,800	\$2,557
30*	NA	\$952 - \$1,072	NA

\* Step 30 Employees are eligible for a one-time payment of 1% of the annual salary.

The overall average teacher salary increase of both step increases and salary scale adjustments is \$4,432.

# Draft FY20 Proposed Option B Salary Comparison BA/MA Steps 1, MA Step 10, & Average

## FY20 Strategic Plan Goals

- ✓ BA maintain 2<sup>nd</sup> ranking or better
- ✓ MA maintain 2<sup>nd</sup> ranking or better
- MA+10 3<sup>rd</sup> ranking or better
- ✓ Avg. 3<sup>rd</sup> ranking or better

DIVISION	BA Step 1
Loudoun	\$53,730
Fairfax	\$52,050
Alexandria	\$50,605
Arlington	\$48,228
Prince William	\$47,725

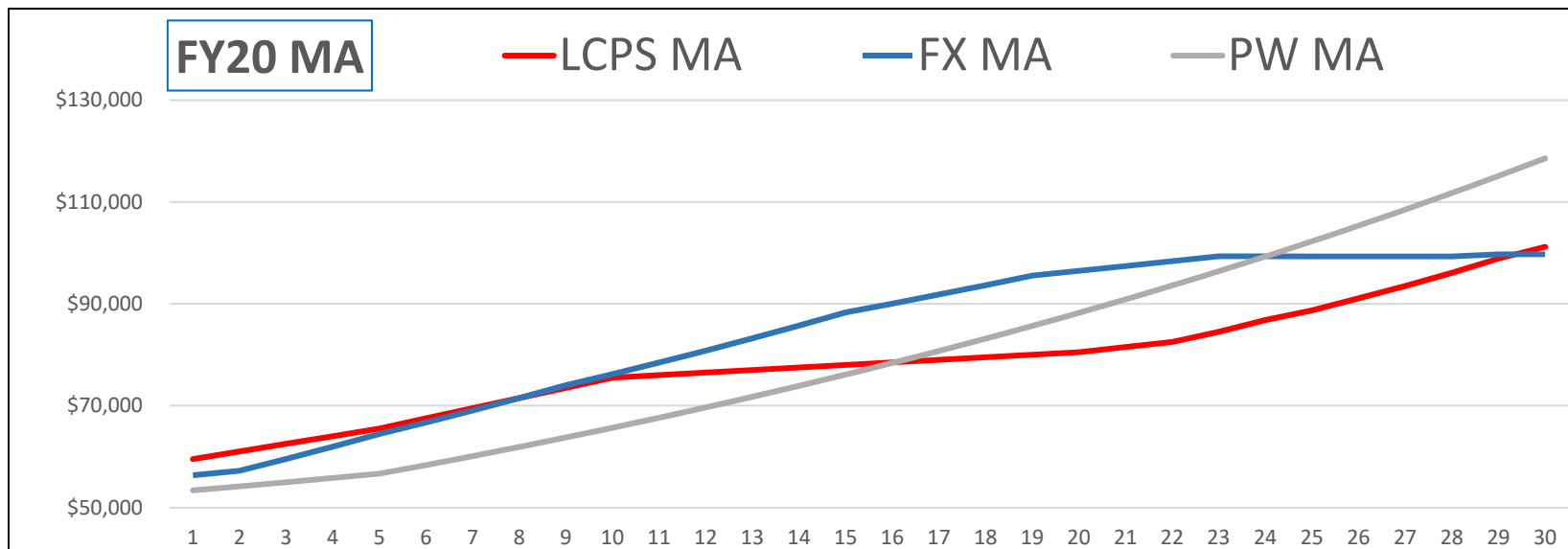
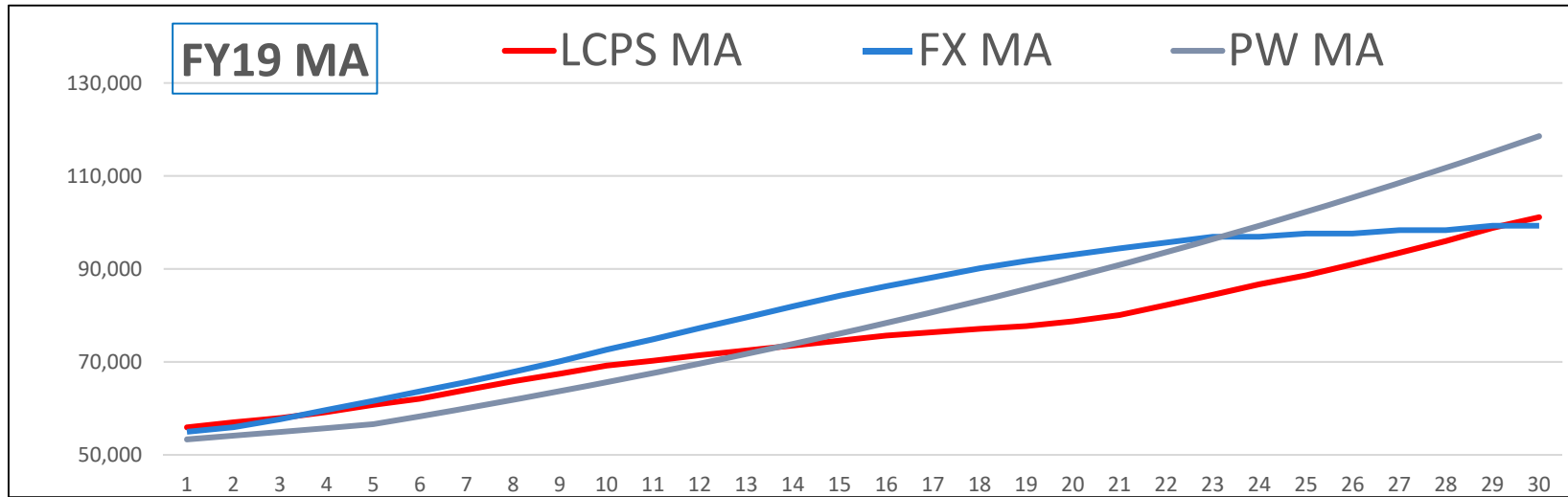
DIVISION	MA Step 1
Loudoun	\$59,500
Alexandria	\$57,487
Fairfax	\$56,320
Prince William	\$53,353
Arlington	\$53,173

DIVISION	MA +10
Alexandria	\$79,673
Fairfax	\$79,415
Arlington	\$77,093
Loudoun	\$75,500
Prince William	\$69,667

DIVISION	Average
Loudoun	\$62,910
Fairfax	\$62,595
Alexandria	\$62,589
Arlington	\$59,498
Prince William	\$56,915

\*Estimates for neighboring jurisdictions based on FY18 to FY19 change.

# FY19 & Draft FY20 Proposed Option B Salary Scales



\*Estimates for neighboring jurisdictions based on FY18 to FY19 change.

# Draft FY20 Proposed Option B Scale

Draft FY20 Proposed Option B						
Step	TPL/					
	Bachelor's Degree	Bachelor's Plus 15	Bachelor's Plus 30	Master's	Master's Plus 30	Doctoral
1	53,730	55,172	56,614	59,500	60,942	65,269
2	55,230	56,672	58,114	61,000	62,442	66,769
3	56,730	58,172	59,614	62,500	63,942	68,269
4	58,230	59,672	61,114	64,000	65,442	69,769
5	59,730	61,172	62,614	65,500	66,942	71,269
6	61,730	63,172	64,614	67,500	68,942	73,269
7	63,730	65,172	66,614	69,500	70,942	75,269
8	65,730	67,172	68,614	71,500	72,942	77,269
9	67,730	69,172	70,614	73,500	74,942	79,269
10	69,730	71,172	72,614	75,500	76,942	81,269
11	70,230	71,672	73,114	76,000	77,442	81,769
12	70,730	72,172	73,614	76,500	77,942	82,269
13	71,230	72,672	74,114	77,000	78,442	82,769
14	71,730	73,172	74,614	77,500	78,942	83,269
15	72,230	73,672	75,114	78,000	79,442	83,769
16	72,730	74,172	75,614	78,500	79,942	84,269
17	73,230	74,672	76,114	79,000	80,442	84,769
18	73,730	75,172	76,614	79,500	80,942	85,269
19	74,230	75,672	77,114	80,000	81,442	85,769
20	74,730	76,172	77,614	80,500	81,942	86,269
21	75,730	77,172	78,614	81,500	82,942	87,269
22	76,730	78,172	79,614	82,500	83,942	88,269
23	78,730	80,172	81,614	84,500	85,942	90,269
24	81,030	82,472	83,914	86,800	88,242	92,569
25	82,930	84,372	85,814	88,700	90,142	94,469
26	85,330	86,772	88,214	91,100	92,542	96,869
27	87,730	89,172	90,614	93,500	94,942	99,269
28	90,330	91,772	93,214	96,100	97,542	101,869
29	93,130	94,572	96,014	98,900	100,342	104,669
30	95,229	96,671	98,189	101,191	102,691	107,189

Draft FY20 Proposed Option B Step Increase						
Step	TPL/					
	Bachelor's Degree	Bachelor's Plus 15	Bachelor's Plus 30	Master's	Master's Plus 30	Doctoral
1	-	-	-	-	-	-
2	1,500	1,500	1,500	1,500	1,500	1,500
3	1,500	1,500	1,500	1,500	1,500	1,500
4	1,500	1,500	1,500	1,500	1,500	1,500
5	1,500	1,500	1,500	1,500	1,500	1,500
6	2,000	2,000	2,000	2,000	2,000	2,000
7	2,000	2,000	2,000	2,000	2,000	2,000
8	2,000	2,000	2,000	2,000	2,000	2,000
9	2,000	2,000	2,000	2,000	2,000	2,000
10	2,000	2,000	2,000	2,000	2,000	2,000
11	500	500	500	500	500	500
12	500	500	500	500	500	500
13	500	500	500	500	500	500
14	500	500	500	500	500	500
15	500	500	500	500	500	500
16	500	500	500	500	500	500
17	500	500	500	500	500	500
18	500	500	500	500	500	500
19	500	500	500	500	500	500
20	500	500	500	500	500	500
21	1,000	1,000	1,000	1,000	1,000	1,000
22	1,000	1,000	1,000	1,000	1,000	1,000
23	2,000	2,000	2,000	2,000	2,000	2,000
24	2,300	2,300	2,300	2,300	2,300	2,300
25	1,900	1,900	1,900	1,900	1,900	1,900
26	2,400	2,400	2,400	2,400	2,400	2,400
27	2,400	2,400	2,400	2,400	2,400	2,400
28	2,600	2,600	2,600	2,600	2,600	2,600
29	2,800	2,800	2,800	2,800	2,800	2,800
30	2,100	2,100	2,175	2,291	2,349	2,520

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# Loudoun County School Board Meeting

Department of Human Resources and Talent Development:  
Update Regarding Classification Review

November 13, 2018



# Classification Review

In alignment with LCPS Strategic Goal #2, and with School Board support, LCPS began a multi-year classification review of administrator and classified positions during the 2016-17 school year.



Strategic Goal: Cultivate a high-performing team of professionals focused on our mission and goals

The goal of the classification review is to provide LCPS a process for reviewing administrator and classified positions on a continuous cycle to be internally equitable and to recruit top talent by ensuring external competitiveness.

# Classification Review

2016-17 (Year 1):

LCPS worked with a compensation consultant to review Levels 4 through 7 positions on the administrator salary scale.

- ✓ This included the review of 33 job titles and approximately 130 employees.
- ✓ These positions mainly included principals and directors.



# Classification Review

2017-18 (Year 2):

LCPS reviewed Level 3 and remaining Level 4 positions on the administrator salary scale, as well as Level 5 through 11 positions on the classified salary scale.

- ✓ Level 3 and Level 4 (administrator):
  - ✓ This study analyzed 65 job titles and approximately 123 employees, including high school assistant principals and supervisor positions.
  
- ✓ Level 5 through 11 (classified):
  - ✓ This study analyzed 44 job titles and approximately 2775 employees, including custodians, head custodians, and cafeteria workers.

# Classification Review

2018-19 (Year 3):

LCPS is currently reviewing Level 1 and 2 positions on the administrator salary scale and Level 16 and 17 positions on the classified salary scale.

- ✓ Level 1 and Level 2 (administrator):
  - ✓ This study analyzes 76 job titles and approximately 212 employees, including elementary and middle school assistant principals and specialist positions.
  
- ✓ Level 16 and 17 (classified):
  - ✓ This study analyzes 73 job titles and approximately 196 employees, including school nurses and various technology positions.

# Classification Review

Additional positions to be reviewed in future budget cycles include:

- ✓ Level 12 through Level 15 (classified):
  - ✓ This study would analyze 86 job titles and approximately 1117 employees, including secretary III, HVAC technician, and various transportation positions, including the central garage.
  
- ✓ Positions on the Auxiliary Salary Scale:
  - ✓ This study would analyze 5 job titles and approximately 148 employees, including school psychologist, educational diagnostician, and school social worker.

Classification – It is anticipated that these positions would be reviewed in FY20 (Year 4) and FY21 (Year 5) if funding is allocated for compensation changes.

# Classification Review

LCPS used the following market comparators:

- ✓ Local School Divisions
  - ✓ Alexandria, Arlington, Fairfax, and Prince William
  
- ✓ Local Government
  - ✓ Alexandria, Arlington, Fairfax, Loudoun, and Prince William
  
- ✓ Private Sector
  - ✓ HRA-NCA Salary Survey-*A survey specifically for the Washington-Baltimore-Northern Virginia region that compares several hundred jobs from major industries.*

Classification – LCPS is reviewing and updating job descriptions to create more standard language, titling, and formatting, and to include FLSA status and ADA language.

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## Loudoun County School Board Meeting

Department of Business and Financial Services:  
Update Regarding the Competitive Teacher Salaries Strategic Action

&

Department of Human Resources and Talent Development:  
Update Regarding Classification Review

November 13, 2018

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