

# Joint Board Adopted Compensation & Benefits Strategies

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## Compensation

- Base salary at market levels, with consideration to internal equity
  - Classified staff
    - Target 100<sup>th</sup> percentile of median of our adopted market
  - Classified staff - Positions recruited for Nationally/Regionally
    - Target 100<sup>th</sup> percentile of median of a *subset* of our adopted market
  - **Teachers**
    - **Target top quartile of our adopted market**

## Benefits

- Slightly above adopted market benefit levels

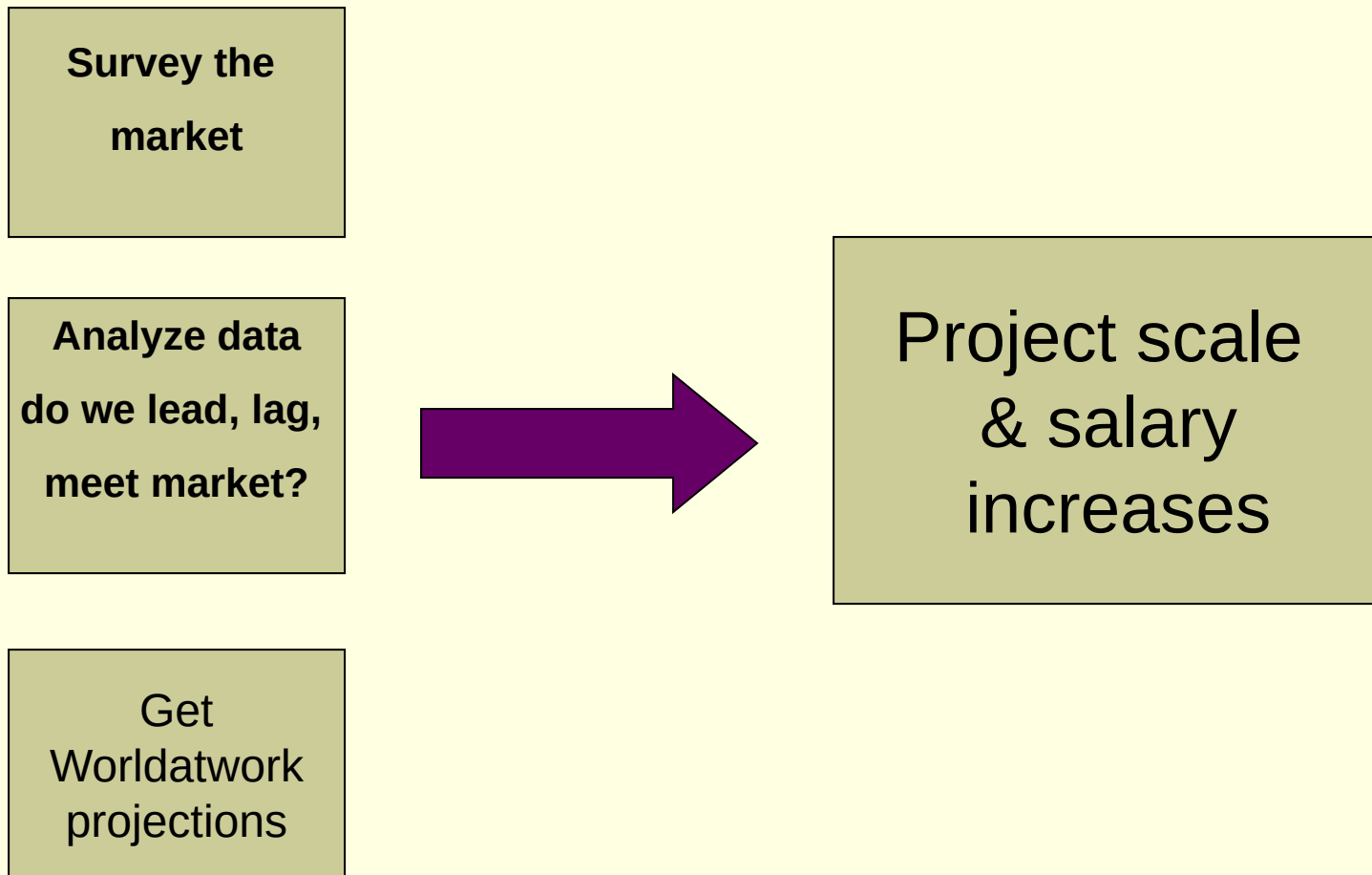
# Joint Board Adopted Market

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- Augusta County Schools
- Buckingham County Schools
- Charlottesville Schools
- Chesapeake Schools
- Chesterfield County Schools
- Danville Schools
- Fauquier County Schools
- Fluvanna County Schools
- Greene County Schools
- Hanover County Schools
- Harrisonburg Schools
- James City Co./Williamsburg Schools
- Loudon County Schools
- Louisa County Schools
- Lynchburg Schools
- Madison County Schools
- Montgomery County Schools
- Nelson County Schools
- Orange County Schools
- Prince William County Schools
- Roanoke City Schools
- Roanoke County Schools
- Rockingham County Schools
- Spotsylvania County Schools
- Staunton Schools
- Virginia Beach Schools

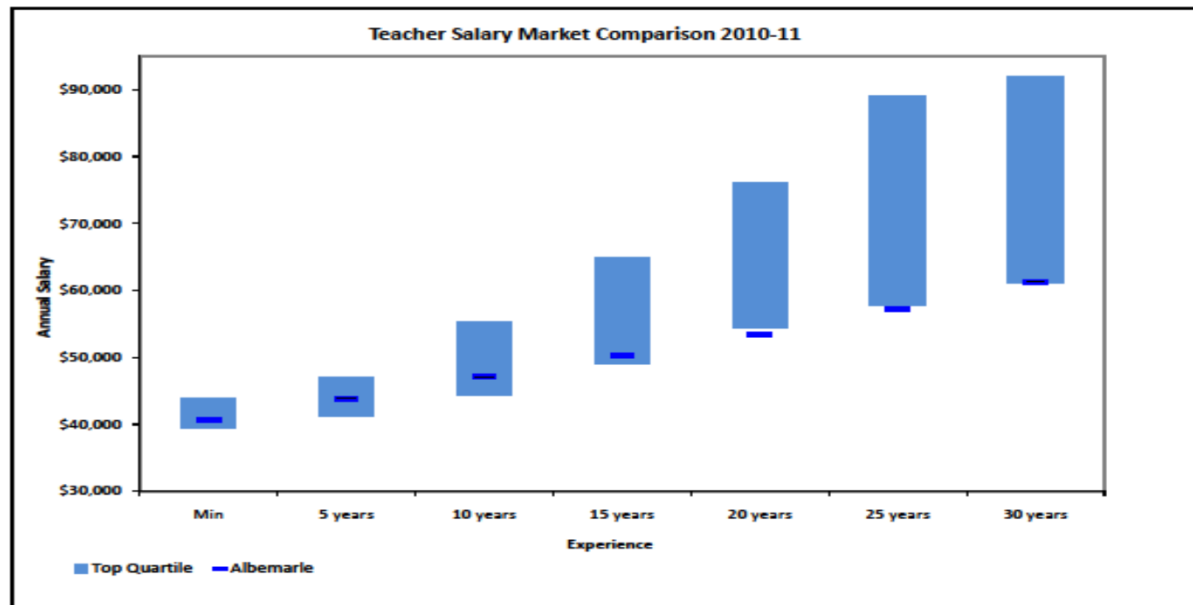
# Joint Board Adopted Compensation Strategy

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## Rank Order Teacher Salary Scales 2010-11

| Rank                | 0 Years  | 5 Years  | 10 Years | 15 Years | 20 Years | 25 Years | 30 Years |
|---------------------|----------|----------|----------|----------|----------|----------|----------|
| 1                   | \$43,962 | \$46,983 | \$55,302 | \$64,944 | \$76,120 | \$89,078 | \$91,908 |
| 2                   | \$42,539 | \$44,723 | \$52,156 | \$61,767 | \$65,784 | \$72,303 | \$82,012 |
| 3                   | \$41,546 | \$44,382 | \$48,026 | \$51,967 | \$57,397 | \$62,997 | \$71,275 |
| 4                   | \$40,370 | \$43,491 | \$45,688 | \$50,353 | \$55,789 | \$59,853 | \$63,777 |
| 5                   | \$40,047 | \$41,409 | \$45,607 | \$50,210 | \$55,680 | \$59,254 | \$62,305 |
| 6                   | \$40,000 | \$41,287 | \$44,332 | \$49,213 | \$54,732 | \$59,189 | \$61,959 |
| <b>Top Quartile</b> |          |          |          |          |          |          |          |
| 7                   | \$39,474 | \$41,165 | \$44,323 | \$48,968 | \$54,504 | \$57,840 | \$61,053 |
| 8                   | \$39,251 | \$40,750 | \$43,700 | \$48,075 | \$53,106 | \$56,746 | \$60,790 |
| 9                   | \$39,030 | \$40,318 | \$43,497 | \$47,125 | \$52,197 | \$56,448 | \$60,755 |
| 10                  | \$38,954 | \$39,845 | \$42,385 | \$47,082 | \$51,671 | \$55,609 | \$57,608 |
| 11                  | \$38,616 | \$39,800 | \$41,639 | \$45,814 | \$49,968 | \$54,223 | \$56,746 |
| 12                  | \$38,596 | \$39,641 | \$41,614 | \$43,876 | \$49,245 | \$52,674 | \$56,624 |
| 13                  | \$38,048 | \$39,525 | \$41,437 | \$43,763 | \$47,638 | \$52,341 | \$56,403 |
| 14                  | \$38,000 | \$39,238 | \$41,221 | \$43,523 | \$47,179 | \$51,382 | \$56,398 |
| 15                  | \$37,793 | \$38,643 | \$41,122 | \$43,009 | \$46,404 | \$51,104 | \$55,009 |
| 16                  | \$37,700 | \$38,522 | \$40,623 | \$42,615 | \$46,362 | \$50,989 | \$54,875 |
| 17                  | \$37,094 | \$38,322 | \$40,152 | \$42,548 | \$46,261 | \$50,439 | \$54,347 |
| 18                  | \$37,067 | \$38,203 | \$39,611 | \$42,314 | \$45,995 | \$50,380 | \$54,276 |
| 19                  | \$36,956 | \$37,477 | \$39,418 | \$42,270 | \$45,205 | \$49,968 | \$53,998 |
| 20                  | \$36,602 | \$37,364 | \$39,170 | \$42,200 | \$45,018 | \$49,819 | \$53,560 |
| 21                  | \$36,550 | \$37,116 | \$39,013 | \$41,962 | \$44,682 | \$49,132 | \$53,378 |
| 22                  | \$36,400 | \$37,074 | \$38,798 | \$41,593 | \$44,645 | \$48,386 | \$53,006 |
| 23                  | \$35,585 | \$36,912 | \$38,614 | \$41,182 | \$44,444 | \$48,342 | \$52,000 |
| 24                  | \$35,000 | \$36,602 | \$38,563 | \$40,923 | \$43,917 | \$48,252 | \$51,694 |
| 25                  | \$34,228 | \$36,004 | \$38,539 | \$40,810 | \$43,829 | \$47,544 | \$51,125 |
| 26                  | \$32,811 | \$35,771 | \$38,432 | \$40,170 | \$43,276 | \$46,970 | \$49,968 |



# Market Analysis

## Teacher Scale Comparison 10-11

| Step | Yrs.<br>Experience | Adopted<br>FY<br>2007/2008 | Adopted<br>FY<br>2008/2009 | Adopted<br>FY<br>2009/2010 | Adopted<br>FY<br>2010/2011 | Adopted<br>FY<br>2011/2012 | Increase<br>based<br>upon 1<br>year<br>experience | %<br>Increase |
|------|--------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---------------------------------------------------|---------------|
| 0    | 0                  | \$ 40,265                  | \$ 41,947                  | \$ 41,309                  | \$ 40,671                  | \$ 40,839                  |                                                   |               |
| 1    | 1                  | \$ 40,898                  | \$ 42,585                  | \$ 41,947                  | \$ 41,309                  | \$ 41,460                  | \$ 789                                            | 1.94%         |
| 2    | 2                  | \$ 41,530                  | \$ 43,222                  | \$ 42,585                  | \$ 41,947                  | \$ 42,081                  | \$ 772                                            | 1.87%         |
| 3    | 3                  | \$ 42,163                  | \$ 43,860                  | \$ 43,222                  | \$ 42,585                  | \$ 42,701                  | \$ 754                                            | 1.80%         |
| 4    | 4                  | \$ 42,796                  | \$ 44,497                  | \$ 43,860                  | \$ 43,222                  | \$ 43,322                  | \$ 737                                            | 1.73%         |
| 5    | 5                  | \$ 43,429                  | \$ 45,135                  | \$ 44,497                  | \$ 43,860                  | \$ 43,943                  | \$ 721                                            | 1.67%         |
| 6    | 6                  | \$ 44,062                  | \$ 45,772                  | \$ 45,135                  | \$ 44,497                  | \$ 44,564                  | \$ 704                                            | 1.61%         |
| 7    | 7                  | \$ 44,695                  | \$ 46,410                  | \$ 45,772                  | \$ 45,135                  | \$ 45,185                  | \$ 688                                            | 1.55%         |
| 8    | 8                  | \$ 45,328                  | \$ 47,047                  | \$ 46,410                  | \$ 45,772                  | \$ 45,805                  | \$ 670                                            | 1.48%         |
| 9    | 9                  | \$ 45,961                  | \$ 47,685                  | \$ 47,047                  | \$ 46,410                  | \$ 46,426                  | \$ 654                                            | 1.43%         |
| 10   | 10                 | \$ 46,594                  | \$ 48,323                  | \$ 47,685                  | \$ 47,047                  | \$ 47,047                  | \$ 637                                            | 1.37%         |
| 11   | 11                 | \$ 47,227                  | \$ 48,960                  | \$ 48,323                  | \$ 47,685                  | \$ 47,829                  | \$ 782                                            | 1.66%         |
| 12   | 12                 | \$ 47,859                  | \$ 49,598                  | \$ 48,960                  | \$ 48,323                  | \$ 48,611                  | \$ 926                                            | 1.94%         |
| 13   | 13                 | \$ 48,492                  | \$ 50,235                  | \$ 49,598                  | \$ 48,960                  | \$ 49,394                  | \$ 1,072                                          | 2.22%         |
| 14   | 14                 | \$ 49,125                  | \$ 50,873                  | \$ 50,235                  | \$ 49,598                  | \$ 50,176                  | \$ 1,216                                          | 2.48%         |
| 15   | 15                 | \$ 49,758                  | \$ 51,510                  | \$ 50,873                  | \$ 50,235                  | \$ 50,958                  | \$ 1,360                                          | 2.74%         |
| 16   | 16                 | \$ 50,391                  | \$ 52,148                  | \$ 51,510                  | \$ 50,873                  | \$ 51,740                  | \$ 1,505                                          | 3.00%         |
| 17   | 17                 | \$ 51,024                  | \$ 52,785                  | \$ 52,148                  | \$ 51,510                  | \$ 52,522                  | \$ 1,649                                          | 3.24%         |
| 18   | 18                 | \$ 51,657                  | \$ 53,423                  | \$ 52,785                  | \$ 52,148                  | \$ 53,305                  | \$ 1,795                                          | 3.48%         |
| 19   | 19                 | \$ 52,290                  | \$ 54,060                  | \$ 53,423                  | \$ 52,785                  | \$ 54,087                  | \$ 1,939                                          | 3.72%         |
| 20   | 20                 | \$ 52,923                  | \$ 54,698                  | \$ 54,060                  | \$ 53,423                  | \$ 54,869                  | \$ 2,084                                          | 3.95%         |
| 21   | 21                 | \$ 53,822                  | \$ 55,524                  | \$ 54,698                  | \$ 54,060                  | \$ 55,614                  | \$ 2,191                                          | 4.10%         |
| 22   | 22                 | \$ 54,722                  | \$ 56,349                  | \$ 55,524                  | \$ 54,698                  | \$ 56,360                  | \$ 2,300                                          | 4.25%         |
| 23   | 23                 | \$ 55,622                  | \$ 57,175                  | \$ 56,349                  | \$ 55,524                  | \$ 57,105                  | \$ 2,407                                          | 4.40%         |
| 24   | 24                 | \$ 56,522                  | \$ 58,000                  | \$ 57,175                  | \$ 56,349                  | \$ 57,851                  | \$ 2,327                                          | 4.19%         |
| 25   | 25                 | \$ 57,422                  | \$ 58,826                  | \$ 58,000                  | \$ 57,175                  | \$ 58,596                  | \$ 2,247                                          | 3.99%         |
| 26   | 26                 | \$ 58,322                  | \$ 59,652                  | \$ 58,826                  | \$ 58,000                  | \$ 59,342                  | \$ 2,167                                          | 3.79%         |
| 27   | 27                 | \$ 59,222                  | \$ 60,477                  | \$ 59,652                  | \$ 58,826                  | \$ 60,087                  | \$ 2,087                                          | 3.60%         |
| 28   | 28                 | \$ 60,121                  | \$ 61,303                  | \$ 60,477                  | \$ 59,652                  | \$ 60,833                  | \$ 2,007                                          | 3.41%         |
| 29   | 29                 | \$ 61,021                  | \$ 62,128                  | \$ 61,303                  | \$ 60,477                  | \$ 61,578                  | \$ 1,926                                          | 3.23%         |
| 30   | 30                 | \$ 61,921                  | \$ 62,954                  | \$ 62,128                  | \$ 61,303                  | \$ 62,324                  | \$ 1,847                                          | 3.05%         |
| 31   | 31                 |                            | -                          | \$ 62,954                  | \$ 62,128                  | \$ 63,069                  | \$ 1,766                                          | 2.88%         |
| 32   | 32                 |                            |                            | \$ -                       | \$ 62,954                  | \$ 63,069                  | \$ 941                                            | 1.51%         |

| Step | Yrs.<br>Experience | Adopted<br>FY<br>2007/2008 | Adopted<br>FY<br>2008/2009 | Adopted<br>FY<br>2009/2010 | Adopted<br>FY<br>2010/2011 | Adopted<br>FY<br>2011/2012 | Increase<br>based<br>upon 4<br>years<br>experience | %<br>Increase<br>over 4<br>Years |
|------|--------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------------------------------|----------------------------------|
| 0    | 0                  | \$ 40,265                  | \$ 41,947                  | \$ 41,309                  | \$ 40,671                  | \$ 40,839                  |                                                    |                                  |
| 1    | 1                  | \$ 40,898                  | \$ 42,585                  | \$ 41,947                  | \$ 41,309                  | \$ 41,460                  |                                                    |                                  |
| 2    | 2                  | \$ 41,530                  | \$ 43,222                  | \$ 42,585                  | \$ 41,947                  | \$ 42,081                  |                                                    |                                  |
| 3    | 3                  | \$ 42,163                  | \$ 43,860                  | \$ 43,222                  | \$ 42,585                  | \$ 42,701                  |                                                    |                                  |
| 4    | 4                  | \$ 42,796                  | \$ 44,497                  | \$ 43,860                  | \$ 43,222                  | \$ 43,322                  | \$ 3,057                                           | 7.59%                            |
| 5    | 5                  | \$ 43,429                  | \$ 45,135                  | \$ 44,497                  | \$ 43,860                  | \$ 43,943                  | \$ 3,045                                           | 7.45%                            |
| 6    | 6                  | \$ 44,062                  | \$ 45,772                  | \$ 45,135                  | \$ 44,497                  | \$ 44,564                  | \$ 3,034                                           | 7.31%                            |
| 7    | 7                  | \$ 44,695                  | \$ 46,410                  | \$ 45,772                  | \$ 45,135                  | \$ 45,185                  | \$ 3,022                                           | 7.17%                            |
| 8    | 8                  | \$ 45,328                  | \$ 47,047                  | \$ 46,410                  | \$ 45,772                  | \$ 45,805                  | \$ 3,009                                           | 7.03%                            |
| 9    | 9                  | \$ 45,961                  | \$ 47,685                  | \$ 47,047                  | \$ 46,410                  | \$ 46,426                  | \$ 2,997                                           | 6.90%                            |
| 10   | 10                 | \$ 46,594                  | \$ 48,323                  | \$ 47,685                  | \$ 47,047                  | \$ 47,047                  | \$ 2,985                                           | 6.77%                            |
| 11   | 11                 | \$ 47,227                  | \$ 48,960                  | \$ 48,323                  | \$ 47,685                  | \$ 47,829                  | \$ 3,134                                           | 7.01%                            |
| 12   | 12                 | \$ 47,859                  | \$ 49,598                  | \$ 48,960                  | \$ 48,323                  | \$ 48,611                  | \$ 3,283                                           | 7.24%                            |
| 13   | 13                 | \$ 48,492                  | \$ 50,235                  | \$ 49,598                  | \$ 48,960                  | \$ 49,394                  | \$ 3,433                                           | 7.47%                            |
| 14   | 14                 | \$ 49,125                  | \$ 50,873                  | \$ 50,235                  | \$ 49,598                  | \$ 50,176                  | \$ 3,582                                           | 7.69%                            |
| 15   | 15                 | \$ 49,758                  | \$ 51,510                  | \$ 50,873                  | \$ 50,235                  | \$ 50,958                  | \$ 3,731                                           | 7.90%                            |
| 16   | 16                 | \$ 50,391                  | \$ 52,148                  | \$ 51,510                  | \$ 50,873                  | \$ 51,740                  | \$ 3,881                                           | 8.11%                            |
| 17   | 17                 | \$ 51,024                  | \$ 52,785                  | \$ 52,148                  | \$ 51,510                  | \$ 52,522                  | \$ 4,030                                           | 8.31%                            |
| 18   | 18                 | \$ 51,657                  | \$ 53,423                  | \$ 52,785                  | \$ 52,148                  | \$ 53,305                  | \$ 4,180                                           | 8.51%                            |
| 19   | 19                 | \$ 52,290                  | \$ 54,060                  | \$ 53,423                  | \$ 52,785                  | \$ 54,087                  | \$ 4,329                                           | 8.70%                            |
| 20   | 20                 | \$ 52,923                  | \$ 54,698                  | \$ 54,060                  | \$ 53,423                  | \$ 54,869                  | \$ 4,478                                           | 8.89%                            |
| 21   | 21                 | \$ 53,822                  | \$ 55,524                  | \$ 54,698                  | \$ 54,060                  | \$ 55,614                  | \$ 4,590                                           | 9.00%                            |
| 22   | 22                 | \$ 54,722                  | \$ 56,349                  | \$ 55,524                  | \$ 54,698                  | \$ 56,360                  | \$ 4,703                                           | 9.10%                            |
| 23   | 23                 | \$ 55,622                  | \$ 57,175                  | \$ 56,349                  | \$ 55,524                  | \$ 57,105                  | \$ 4,815                                           | 9.21%                            |
| 24   | 24                 | \$ 56,522                  | \$ 58,000                  | \$ 57,175                  | \$ 56,349                  | \$ 57,851                  | \$ 4,928                                           | 9.31%                            |
| 25   | 25                 | \$ 57,422                  | \$ 58,826                  | \$ 58,000                  | \$ 57,175                  | \$ 58,596                  | \$ 4,774                                           | 8.87%                            |
| 26   | 26                 | \$ 58,322                  | \$ 59,652                  | \$ 58,826                  | \$ 58,000                  | \$ 59,342                  | \$ 4,620                                           | 8.44%                            |
| 27   | 27                 | \$ 59,222                  | \$ 60,477                  | \$ 59,652                  | \$ 58,826                  | \$ 60,087                  | \$ 4,465                                           | 8.03%                            |
| 28   | 28                 | \$ 60,121                  | \$ 61,303                  | \$ 60,477                  | \$ 59,652                  | \$ 60,833                  | \$ 4,311                                           | 7.63%                            |
| 29   | 29                 | \$ 61,021                  | \$ 62,128                  | \$ 61,303                  | \$ 60,477                  | \$ 61,578                  | \$ 4,156                                           | 7.24%                            |
| 30   | 30                 | \$ 61,921                  | \$ 62,954                  | \$ 62,128                  | \$ 61,303                  | \$ 62,324                  | \$ 4,002                                           | 6.86%                            |
| 31   | 31                 |                            | -                          | \$ 62,954                  | \$ 62,128                  | \$ 63,069                  | \$ 3,847                                           | 6.50%                            |
| 32   | 32                 |                            |                            | \$ -                       | \$ 62,954                  | \$ 63,069                  | \$ 2,948                                           | 4.90%                            |