

SALARIES AND COMPENSATION

The FY15 salary scales have been restructured to address many of the issues identified by the Evergreen consultant last year. The FY15 salary scales were developed to be competitive, affordable, and sustainable. The following explains the structure of each of the salary scales:

Teacher Salary Scale

- Step 1-3 flat and competitive
- Step 4 incentive - 5% step increase
- Reduce sag in middle
- No enhancement to last 5 steps

Classified Salary Scale

- Step 1-3 flat (already competitive according to Evergreen)
- Step 4 incentive - 5% step increase
- Adjusted steps for consistency among scales

Administrative Salary Scale

- Scale improvement for recruitment of experienced Elementary, Middle School and High School Principals
- 1% steps in early years
- Greater steps increases at middle
- Lower step increases at top of scale

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FY15 Proposed Teachers' Salary Scale

Step	Technical Professional License	Bachelor's Degree	Bachelor's Plus 15	Bachelor's Plus 30	Master's	Master's Plus 30	Doctoral
1	47,975	47,975	49,389	50,803	53,631	55,045	59,287
2	47,975	47,975	49,389	50,803	53,631	55,045	59,287
3	47,975	47,975	49,389	50,803	53,631	55,045	59,287
4	50,374	50,374	51,788	53,202	56,030	57,444	61,686
5	51,129	51,129	52,543	53,957	56,785	58,199	62,441
6	51,896	51,896	53,310	54,724	57,552	58,966	63,208
7	52,675	52,675	54,089	55,503	58,331	59,745	63,987
8	53,464	53,464	54,878	56,292	59,120	60,534	64,776
9	54,266	54,266	55,680	57,094	59,922	61,336	65,578
10	55,352	55,352	56,766	58,180	61,008	62,422	66,664
11	56,459	56,459	57,873	59,287	62,115	63,529	67,771
12	57,588	57,588	59,002	60,416	63,244	64,658	68,900
13	58,740	58,740	60,154	61,568	64,396	65,810	70,052
14	59,914	59,914	61,328	62,742	65,570	66,984	71,226
15	61,412	61,412	62,826	64,240	67,068	68,482	72,724
16	62,947	62,947	64,361	65,775	68,603	70,017	74,259
17	64,521	64,521	65,935	67,349	70,177	71,591	75,833
18	66,134	66,134	67,548	68,962	71,790	73,204	77,446
19	67,787	67,787	69,201	70,615	73,443	74,857	79,099
20	69,820	69,820	71,234	72,648	75,476	76,890	81,132
21	71,915	71,915	73,329	74,743	77,571	78,985	83,227
22	74,072	74,072	75,486	76,900	79,728	81,142	85,384
23	76,294	76,294	77,708	79,122	81,950	83,364	87,606
24	78,583	78,583	79,997	81,411	84,239	85,653	89,895
25	80,940	80,940	82,354	83,768	86,596	88,010	92,252
26	84,912	84,912	86,325	87,740	90,566	91,979	96,221
27	87,579	87,579	88,991	90,405	93,233	94,646	98,887
28	90,331	90,331	91,744	93,159	95,985	97,399	101,638
29	92,107	90,531	91,970	94,988	97,873	99,315	103,639
30	92,341			95,281	98,225	99,695	104,105

NOTE: Degrees and hours beyond Degrees must be earned from a college or university whose accreditation is recognized by the Commonwealth of Virginia.

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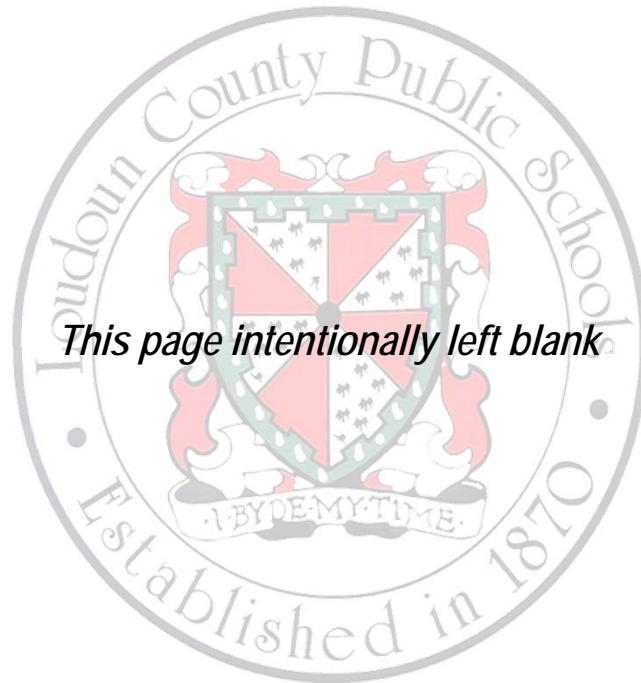
FY15 Proposed Auxiliary Salary Scales

These salary scales are shown together for presentation purposes only.

The scales represent separate position responsibilities.

STEP	<u>Psychologist</u> <u>Social Worker</u> <u>Visiting Teacher</u> <u>Educational Diagnostician</u> <u>(12 Months)</u>	<u>Psychologist</u> <u>Social Worker</u> <u>Educational Diagnostician</u> <u>(208 Days)</u>	<u>Substance Abuse</u> <u>Prevention Specialist</u> <u>Special Education Counselor</u> <u>Social Worker</u> <u>Visiting Teacher</u> <u>(198 DAYS)</u>	<u>Athletic</u> <u>Trainer</u> <u>(208 DAYS)</u>
1	57,471	52,549	50,089	46,249
2	57,471	52,549	50,089	46,249
3	57,471	52,549	50,089	46,249
4	60,344	55,176	52,594	48,562
5	61,249	56,003	53,383	49,290
6	62,169	56,844	54,183	50,029
7	63,101	57,696	54,997	50,780
8	64,678	59,139	56,371	52,049
9	66,295	60,617	57,780	53,350
10	67,953	62,132	59,224	54,684
11	70,331	64,307	61,297	56,598
12	72,793	66,557	63,442	58,579
13	75,341	68,886	65,662	60,629
14	77,978	71,297	67,960	62,751
15	80,707	73,793	70,338	64,948
16	83,128	76,007	72,448	66,896
17	85,622	78,287	74,622	68,903
18	88,190	80,635	76,860	70,971
19	90,836	83,054	79,166	73,100
20	93,561	85,546	81,540	75,292
21	96,368	88,112	83,987	77,551
22	99,259	90,756	86,507	79,877
23	102,236	93,479	89,102	82,274
24	104,280	95,348	90,884	83,919
25	106,366	97,255	92,702	85,598

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FY15 Proposed Administrators' Salary Scale

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
1	74,740	79,598	85,170	91,558	97,967	104,824	111,114
2	74,740	79,598	85,170	91,558	97,967	104,824	111,114
3	74,740	79,598	85,170	91,558	97,967	104,824	111,114
4	75,487	80,394	86,022	92,473	98,946	105,873	112,225
5	76,242	81,198	86,881	93,398	99,935	106,931	113,347
6	77,004	82,010	87,750	94,332	100,935	108,000	114,480
7	77,774	82,829	88,627	95,274	101,944	109,080	115,625
8	80,885	86,142	92,172	99,085	106,021	113,443	120,249
9	84,120	89,588	95,859	103,048	110,262	117,980	125,059
10	87,484	93,171	99,693	107,170	114,671	122,698	130,060
11	90,984	96,898	103,681	111,457	119,259	127,607	135,263
12	94,623	100,773	107,827	115,915	124,029	132,711	140,673
13	97,462	103,797	111,063	119,393	127,750	136,692	144,894
14	100,386	106,911	114,395	122,974	131,583	140,793	149,241
15	103,398	110,119	117,827	126,664	135,530	145,018	153,719
16	106,499	113,422	121,361	130,464	139,596	149,368	158,330
17	109,694	116,824	125,002	134,377	143,783	153,848	163,079
18	111,888	119,161	127,502	137,064	146,659	156,925	166,341
19	114,126	121,544	130,052	139,806	149,593	160,064	169,668
20	116,409	123,975	132,653	142,602	152,585	163,265	173,061

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FY15 Proposed Classified Pay Scale - Hourly Rates (Levels 5 through 10)

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
1	12.22	13.04	13.91	14.87	15.82	16.89
2	12.22	13.04	13.91	14.87	15.82	16.89
3	12.22	13.04	13.91	14.87	15.82	16.89
4	12.84	13.70	14.60	15.61	16.60	17.74
5	13.03	13.90	14.83	15.85	16.86	18.00
6	13.22	14.11	15.05	16.09	17.11	18.27
7	13.42	14.32	15.27	16.33	17.36	18.54
8	13.62	14.53	15.50	16.57	17.62	18.83
9	13.83	14.76	15.74	16.83	17.89	19.11
10	14.10	15.05	16.05	17.16	18.24	19.49
11	14.38	15.35	16.37	17.50	18.60	19.89
12	14.67	15.66	16.70	17.86	18.98	20.28
13	15.03	16.05	17.11	18.30	19.45	20.79
14	15.40	16.45	17.53	18.76	19.94	21.30
15	15.79	16.87	17.97	19.22	20.43	21.84
16	16.26	17.37	18.50	19.80	21.05	22.49
17	16.75	17.90	19.06	20.39	21.68	23.17
18	17.25	18.43	19.63	21.01	22.33	23.87
19	17.77	18.99	20.22	21.63	23.00	24.58
20	18.30	19.55	20.83	22.28	23.68	25.32
21	18.85	20.14	21.45	22.95	24.39	26.08
22	19.41	20.75	22.10	23.63	25.12	26.86
23	20.00	21.37	22.77	24.34	25.88	27.66
24	20.59	22.01	23.45	25.07	26.65	28.49
25	21.21	22.66	24.16	25.82	27.45	29.35
26	21.85	23.34	24.89	26.59	28.28	30.23
27	22.39	23.93	25.51	27.26	28.99	30.99
28	22.84	24.40	26.03	27.81	29.56	31.60
29	23.29	24.89	26.55	28.36	30.16	32.24

Calculation of Annual Salary: Hourly Rate X Hours per Day X Assignment Days

Note: Levels 1 - 4 were eliminated since they are no longer used for employee placement.

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FY15 Proposed Classified Pay Scale - Hourly Rates (Levels 11 through 17)

Step	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
1	18.02	19.26	20.57	21.94	23.43	25.02	26.72
2	18.02	19.26	20.57	21.94	23.43	25.02	26.72
3	18.02	19.26	20.57	21.94	23.43	25.02	26.72
4	18.92	20.22	21.60	23.04	24.60	26.27	28.06
5	19.20	20.52	21.93	23.38	24.98	26.66	28.48
6	19.49	20.83	22.26	23.74	25.35	27.07	28.91
7	19.79	21.14	22.59	24.09	25.73	27.47	29.34
8	20.08	21.45	22.94	24.45	26.12	27.89	29.78
9	20.38	21.78	23.28	24.82	26.51	28.30	30.23
10	20.79	22.21	23.75	25.31	27.05	28.87	30.84
11	21.20	22.65	24.22	25.82	27.59	29.44	31.45
12	21.62	23.11	24.70	26.33	28.15	30.03	32.08
13	22.17	23.68	25.32	26.99	28.86	30.77	32.88
14	22.73	24.28	25.96	27.66	29.57	31.54	33.69
15	23.29	24.89	26.60	28.35	30.31	32.33	34.53
16	23.99	25.63	27.40	29.20	31.22	33.30	35.57
17	24.70	26.40	28.22	30.08	32.16	34.30	36.64
18	25.44	27.19	29.07	30.98	33.13	35.33	37.74
19	26.21	28.01	29.94	31.91	34.12	36.39	38.87
20	27.00	28.85	30.84	32.87	35.14	37.48	40.04
21	27.81	29.71	31.76	33.86	36.19	38.60	41.24
22	28.64	30.60	32.71	34.88	37.27	39.76	42.47
23	29.50	31.52	33.69	35.93	38.39	40.96	43.74
24	30.39	32.47	34.70	37.01	39.54	42.19	45.06
25	31.30	33.44	35.74	38.12	40.72	43.45	46.41
26	32.24	34.44	36.81	39.26	41.95	44.75	47.80
27	33.05	35.30	37.73	40.24	43.00	45.87	49.00
28	33.70	36.01	38.49	41.05	43.85	46.79	49.97
29	34.38	36.72	39.26	41.86	44.73	47.73	50.97

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FY15 Proposed Co-Curricular Stipends

ATHLETICS

Baseball

Head Coach	\$	3,927
Assistant Coach	\$	2,982
JV Head Coach	\$	2,982
JV Assistant Coach	\$	2,132

Basketball

Girls' Head Coach	\$	4,978
Boys' Head Coach	\$	4,978
Girls' Assistant Varsity Coach	\$	3,730
Boys' Assistant Varsity Coach	\$	3,730
Girls' JV Head Coach	\$	3,730
Boys' JV Head Coach	\$	3,730
Girls' Freshman Head Coach	\$	2,982
Boys' Freshman Head Coach	\$	2,982

Cheerleading

Fall Head Coach	\$	3,138
Fall Varsity Cheer Assistant	\$	2,132
Fall JV Head Coach	\$	2,132
Fall Freshman Head Coach	\$	2,132
Winter Head Coach	\$	2,982
Winter JV Head Coach	\$	2,132
Winter Freshman Head Coach	\$	2,132

Cross Country

Head Coach	\$	3,138
Assistant Coach (2)	\$	2,132

Football

Head Coach	\$	5,235
Assistant Varsity Coach (2)	\$	3,927
JV Head Coach	\$	3,927
JV Assistant Coach	\$	3,730
Freshman Head Coach	\$	3,927
Freshman Assistant Coach (2)	\$	3,730

Golf

Head Coach	\$	2,287
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Gymnastics

Head Coach	\$	3,927
Assistant Coach	\$	2,982

Lacrosse

Girls' Head Coach	\$	3,927
Boys' Head Coach	\$	3,927
Girls' Varsity Assistant Coach	\$	2,982
Boys' Varsity Assistant Coach	\$	2,982
Girls' JV Coach	\$	2,982
Boys' JV Coach	\$	2,982
Girls' JV Assistant Coach	\$	2,132
Boys' JV Assistant Coach	\$	2,132

Soccer

Girls' Head Coach	\$	3,927
Boys' Head Coach	\$	3,927
Girls' Varsity Assistant Coach	\$	2,982
Boys' Varsity Assistant Coach	\$	2,982
Girls' JV Head Coach	\$	2,982
Boys' JV Head Coach	\$	2,982
Girls' JV Assistant Coach	\$	2,132
Boys' JV Assistant Coach	\$	2,132

Softball

Head Coach	\$	3,927
Assistant Coach	\$	2,982
JV Head Coach	\$	2,982
JV Assistant Coach	\$	2,132

Swimming

Head Coach	\$	3,138
Assistant Coach	\$	2,132

Tennis

Girls' Head Coach	\$	2,287
Boys' Head Coach	\$	2,287

Track

Girls' Head Coach	\$	3,927
Boys' Head Coach	\$	3,927
Girls' Assistant Coach	\$	2,132
Boys' Assistant Coach	\$	2,132
Assistant Coach	\$	2,132

Volleyball

Head Coach	\$	3,927
Assistant Coach	\$	2,982
JV Head Coach	\$	2,982
Freshman Head Coach	\$	2,132

Wrestling

Head Coach	\$	3,927
Assistant Coach	\$	2,982
JV Head Coach	\$	2,982

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FY15 Proposed Co-Curricular Stipends

<u>OTHER</u>		<u>SALARY STIPENDS</u>	
<u>Middle School:</u>			
Drama	\$ 750	Activity Coordinator	\$ 3,600
Guitar	\$ 932	Athletic Trainer	\$ 5,235
Orchestra	\$ 932	Band Director (HS)	\$ 5,235
Student Council Association	\$ 750	Band Director (MS)	\$ 1,865
Yearbook	\$ 750	Choral Director (HS)	\$ 3,730
		Choral Director (MS)	\$ 932
		Department Chair	\$ 1,800-3,600
<u>High School:</u>			
Academic Competition Sponsor	\$ 2,287	Math/English/Science/Social Sciences/ ELL/Vocational/Spec Ed/World Lang./ Physical Education/Fine Arts (based on Department size)	
CAMPUS Advisor	\$ 2,932		
Debate	\$ 2,982	Elementary Contact Teacher	\$ 200
Drama	\$ 5,235	Lead Guidance Counselor (Middle)	\$ 1,200
Drill Team	\$ 2,287	Middle School Subject Area Lead Teacher (SALT)	\$ 1,150
Forensics	\$ 2,287	Middle School Dean	\$ 1,200
Future Educators' Association	\$ 2,287	High School Dean	\$ 1,200
Guitar	\$ 1,865	National Board Certification	\$ 5,000
Junior Class	\$ 2,932	TV Production	\$ 3,966
Magazine	\$ 2,287		
Newspaper	\$ 2,616		
Online Teacher	\$ 3,500		
Orchestra	\$ 1,865		
Peer Coaching	\$ 2,616		
Senior Class	\$ 2,982		
Student Council Association	\$ 2,982		
Winter Guard/Indoor Drumline	\$ 2,287		
Yearbook	\$ 2,616		

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FY15 Proposed Daily or Hourly Substitute Salary Rates

Type	Position	Amount
Instructional	Regular	\$110.00 per day
Classified	Nurses	\$110.00 per day
Classified	Teacher Assistants	\$15.82 per hour
Classified	Secretary	\$15.82 per hour
Classified	Health Aides	\$15.82 per hour

FY15 Proposed Other Teaching Activities at Daily or Hourly Rates

Activity	Courses	Teacher Qualification	Amount
Summer School	Determined by Registration	Certificate	\$150.94 per day Elementary School \$167.71 per day Middle School \$184.48 per day High School
Driver Education	Driver Education	Certificate	\$195 per student
Homebound	As Needed	Certificate	\$30.16 per hour
Adult Education	Determined by Registration	Certificate, License, or State Approval as appropriate	\$30.16 per hour
Curriculum Development	Not Applicable	Certificate	\$25.02 per hour

FY15 Proposed Non-Teaching Activities at Daily or Hourly Rates

Activity	Amount
Cafeteria Monitor	Appropriate placement on Level 9
PALS	\$25.02 per hour for Licensed \$15.30 per hour for Classified
Parent Liaison	Appropriate placement on Level 11
Interpreter	\$25.02 per hour

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FY15 Proposed Fringe Costs

Retirement

Virginia Retirement System (VRS) - All full-time employees are covered. The school system will pay 15.68% of the base salary for all Plan 1 full-time instructional/professional personnel and 12.58% of the base salary for all Plan 1 non-professional covered employees. Plan 1 employees are those who were employed by LCPS before 7/1/2012. They will pay 3% of the 5% employee contribution in FY15. Plan 2 employees are those who were employed after 7/1/2012 and pay the full 5% contribution.

Social Security

The school system pays 7.65% of all taxable wages for each covered employee per calendar year.

Group Life Insurance

Each employee covered under the Virginia Retirement System receives life insurance protection equal to twice his or her annual salary with double indemnity provision. The school system will pay 1.24% of the base salary for all covered employees.

Group Health Insurance

All full-time employees are eligible to participate in the Point-of-Service (POS) plan or the Open Access Plus (OAP) plan. These plans have an In-Network (using participating providers) and Out-of-Network (using non-participating providers) benefit. The coverage includes medical, prescription, dental, orthodontia, and vision benefits for all employees.

Tort Liability Insurance

Tort Liability Insurance protects all employees and School Board members against losses and expenses that occur when claims or suits are brought against them for a wrongful act based on an error or omission, negligence, breach of duty, misstatement, or misleading statement.

Workers' Compensation

All employees are provided workers' compensation benefits for bodily injury by accident or bodily injury by disease that are caused or aggravated by conditions of employment. Payments will be made to or on behalf of employees for medical expenses and for lost wages.

Vacation and Sick Leave

Vacation and/or sick leave are provided each full-time employee in accordance with the current personnel policies.

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