



Pulaski County Public Schools Salary Scale Task Force

2015-2016

What was the task at hand?

- This task force:
 - Reviewed PCPS' current salary scales.
 - Banded scales – example: 10 month teacher scale.
 - Discussed the history of PCPS' scales.
 - Discussed the salary scales of other school divisions.
 - Worked toward recommendations for the school board members to consider for correcting/improving the salary scales.

Banded scales – a section of PCPS’ 10 month teacher scale

PULASKI COUNTY PUBLIC SCHOOLS 10 MONTH TEACHER SCALE 2015 - 2016						
Experience	Level	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
1	0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
2	0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
3	0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
4	0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
5	0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
6	1	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
7	1	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
8	1	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
9	1	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
10	2	\$40,226	\$40,776	\$42,425	\$44,073	\$45,173
11	2	\$40,226	\$40,776	\$42,425	\$44,073	\$45,173
12	2	\$40,226	\$40,776	\$42,425	\$44,073	\$45,173
13	3	\$41,545	\$42,094	\$43,744	\$45,393	\$46,493
14	3	\$41,545	\$42,094	\$43,744	\$45,393	\$46,493
15	3	\$41,545	\$42,094	\$43,744	\$45,393	\$46,493
16	4	\$42,864	\$43,414	\$45,063	\$46,712	\$47,811
17	4	\$42,864	\$43,414	\$45,063	\$46,712	\$47,811
18	4	\$42,864	\$43,414	\$45,063	\$46,712	\$47,811

Discussion on the history of PCPS' salary scales

- Pulaski County Public Schools' current operating budget is comparable to the operating budget of 2009.
 - PCPS' current salary scales are the product of challenges that surfaced in the late 2000's with operating budgets and increased benefits cost.

Questions that were answered.

- Traditional step scales?
- Are we interested in bands at the beginning, or anywhere?
- How many steps should be in our scales?
- Competing with other school divisions for hard to find teachers...signing bonuses, retention bonuses, other ideas.

How does Pulaski County Public Schools compare within the Commonwealth?

- 125 out of 132 school divisions supplied information for the 2015-2016 Salary Schedules for Teacher as collected and generated by the VEA.
- In comparing teachers with Bachelor's degrees with 0, 5, 10, 15, 20, 25, and 30 years of experience **Pulaski County Public Schools ranked: 93rd, 104th, 100th, 108th, 112th, 116th, and 121st, respectively.**
- **This place Pulaski County Public Schools in the bottom 20% for all of these reference points but one.**

The work of the Teacher Salary Scale Task Force:

- EXCEL presentation.
- Recommendations for the School Board members to consider.
- Note that this work represents salary scales for 370 employees, roughly half of the employees of Pulaski County Public Schools.