



# Compensation Updates

## Franklin County Schools

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# Franklin County Schools Referral Bonus

Recommendation that Franklin County Schools offers a referral bonus to permanent employees who refer another person to work at FCS on a permanent basis.

- Referral bonus would be for \$250 per referred employee
- The referred hire must begin employment (cleared for employment and board approved by June 30, 2023)
- Referred hire must be a permanent employee (includes classified and certified employees)
  - ▷ Not temporary or contracted vendor
  - ▷ Scheduled for at least 20 hours per week
  - ▷ Substitutes are considered temporary employees
- No referral bonus will be paid to employees who separate from FCS prior to payment
- Employees are eligible for multiple bonuses if they refer multiple candidates that gain employment with FCS within the eligibility period
- Bonuses will be paid within 30 days of completion of the clearing process of the referred hire during normal payroll processes
- Employees being paid as principals, assistant principals and on the central office Admin table are not eligible for the referral bonus
- Bonuses will be paid for only employees hired after Board approval of the referral bonus plan
- [FCS referral bonus criteria and procedures](#)





# Franklin County Schools Referral Bonus

Currently have 57 vacancies that would be eligible for this bonus.

As of 9/6/2022

- 24 certified
- 33 classified

$57 \times 250 = \$14,500$

FICA = \$1,110

RET = \$3,553

**Projected Total Cost = \$19,163+/-**

The amount will fluctuate depending on current and future vacancies





# Franklin County Schools Referral Bonus

## Recommendation for BOE Consideration:

Implement a \$250 referral bonus that rewards our current permanent employees for referring candidates to work at FCS as a permanent employee.

*Rationale: This bonus plan will reward our current permanent employees for recommending to other individuals to work at FCS as permanent employees.*





# Compensation Highlights (20~~20~~23) Legislation

- \$15 per hour or 4% increase minimum(s) effective 7-1-2022 (Classified Staff)
- Step + increase range from 2.5% to 7.2% depending on the year/step experience (Certified Inst Staff)
- Small & Low Wealth County Signing Bonus for Teachers up to \$1,000 (allotment pending)
- Supplemental Funds for Teacher Compensation up to \$1,643 (allotment rcv'd, payment TBD)
- Principal salary schedule increase 4% and placement based on criteria such as ADM, Growth status, etc.
- Others (refer to Continuation Budget binder provided during June end of year presentation)

**Conversation for tonight: The \$15/hr minimum required all Pay Grades (C-K) within the classified pay table to begin at a level of \$15/hour, collapsing many experience steps. In some cases steps 0-14 will all receive \$15/hr if we don't address the table now.**





# Classified Pay Table Review

2020-2021  
Grade C  
(\$13/hr min)

2022-2023  
Grade C  
(\$15/hr min with banded steps bringing up to minimum requirements)

2022-2023  
Grade C  
(Recommendation)  
\$15/hr min with slightly banded steps

STEPS	HOURLY
0	13.00
1	13.00
2	13.10
3	13.15
4	13.15

STEPS	HOURLY	% INCREASE
0	15.00	15.38%
1	15.00	15.38%
2	15.00	14.50%
3	15.00	14.07%
4	15.00	14.07%
5	15.00	13.64%

STEPS	HOURLY	% INCREASE	ADDTL PAY
0	15.00	15.38%	\$0.00
1	15.00	15.38%	\$0.00
2	15.23	16.26%	\$0.23
3	15.23	15.82%	\$0.23
4	15.45	17.49%	\$0.45
5	15.45	17.05%	\$0.45



## Why should we further adjust the banded steps?

- Each grade (~~0~~) within the pay table represent a level of responsibility that should also be represented by assorted pay rates
- Grades (~~0~~) would all begin at \$15/hr (Lead roles making the same level of pay as those they oversee)
- This will reverse all the efforts placed into our classified salary study that we just completed a few years ago
- Inability to retain highly qualified staff
  - Referencing Our Priorities; Our Strategic Plan Goals ~~2020~~ 2022





# Our Priorities

Strategic Plan Goal(s)	Priorities for 2022-23
<p><b>Academics</b></p> <p><b>Goal 1: FCS students will graduate prepared for college, career and life beyond the classroom</b></p> <p><b>Goal 2: FCS students will demonstrate proficiency in core academic areas</b></p>	<p>Expand early opportunities for our students</p> <p>Support quality instruction to address learning gaps through professional development, student assessment, data team work at the school and district levels, and effective integration of technology</p> <p>Target high school programming opportunities to students to increase graduation rate and preparation for college/career</p>
<p><b>Safe Schools</b></p> <p><b>Goal 3: FCS students will be provided with a safe, orderly and caring environment conducive to learning</b></p>	<p>Address short and long term facilities needs</p> <p>Support efforts to increase safety and security</p> <p>Address student needs that impact the learning process, including physical and mental health and adverse behaviors</p>
<p><b>High Quality Staff</b></p> <p><b>Goal 4: FCS will actively recruit, support and retain high quality professionals</b></p>	<p>Recruit staff in hard- to- fill areas</p> <p>Retain staff across all areas of operation</p>







# Who will be impacted?

- Any adjustments made to Grades C-K further impact those Grades beyond K
- Keeping some of the banded steps lessens the financial burden with hopes of making slight adjustments again in the future/next year to accomplish the goal of removing all bands
  - All dependent upon legislative outcomes and all sources of funding

- Child Nutrition
- Before & After Care
- Custodians
- Instructional Assistants
- Office Staff
- Transportation
- Maintenance
- Technology

**“None of the staff paid on the Administrative, Central Office Leadership or Supervisor pay Grades/Schedules will receive adjustments to pay”**

All impacted at varying levels depending on current Grade & Step (\$0 to up to \$1.65 more per hour)

Lower grades will receive a little more and the adjustments fade out to \$0 the higher the grade





## Financial impact, can we afford it?

- Shared cost among several fund sources depending on position but the heaviest impact will be on the Child Nutrition budget.
- Not every grade/step represents an employee.
- This was not a local Franklin County Schools requirement.
- This historical legislative decision is required to increase to the \$15/hr or 4%. State funds will supplement the state funded positions and other funds will cover those not state funded.
- Payroll adjustments and retroactive pay with September payroll if board approval received tonight.





# Classified Pay Table Adjustments

## Recommendation for BOE Consideration:

Allowance of additional adjustments to the banded steps within the 2022 -2023 classified pay table.

*Rationale: This adjustment will allow differentiation between pay grades/steps and to maintain the integrity of the classified pay table. This is detrimental for hiring and retaining highly qualified staff as an ongoing goal, but specifically a goal for the 2022-2023 school year.*

