

Compensation and Classification Study for Manassas Park City Schools



October 17, 2016

MAG's Presentation Will Cover

- **MPCS Directives**
- **MAG Methodology**
- **Study Findings**
- **MAG Recommendations**



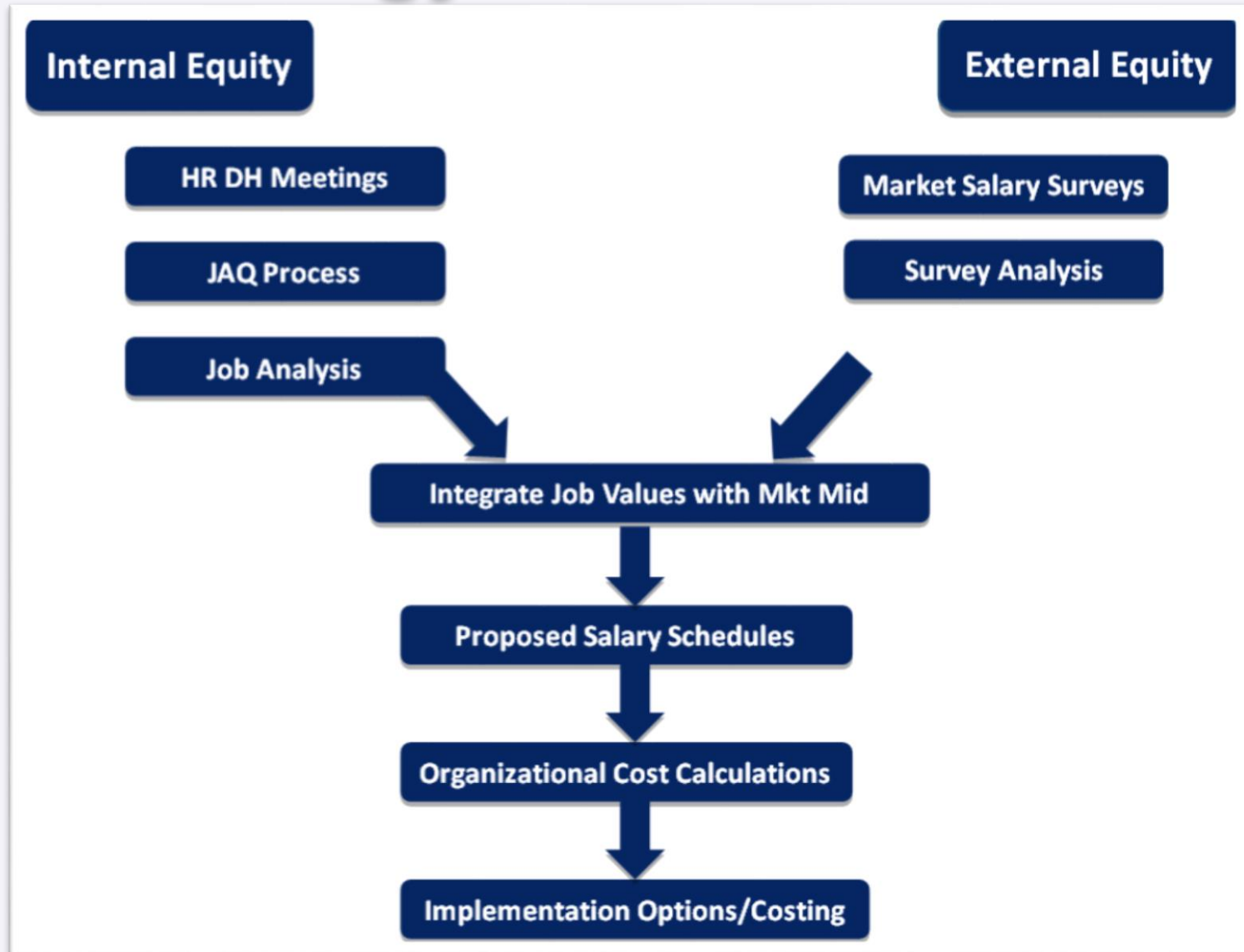
MPCS Directives

- ❑ Evaluate internal equity
- ❑ Assess external competitiveness
- ❑ Recommend alternate compensation structures

Methodology

- Conducted orientation sessions and interviews with:
 - Human Resources
 - Directors and Principals
 - Building Staff
- Administered Job Analysis Questionnaires
- Completed job analysis of included classifications
- Gathered salary and compensation data from market survey targets
- Developed a revised classification structure and plan
- Provide recommendations

Methodology



Market Survey Targets

- ❑ Falls Church City Public Schools
- ❑ Manassas Park City Govt
- ❑ Manassas City Govt
- ❑ Prince William County Govt
- ❑ Fauquier County Public Schools
- ❑ Albemarle County Public Schools
- ❑ Fairfax County Public Schools
- ❑ Manassas City Public Schools
- ❑ Prince William County Public Schools
- ❑ Harrisonburg City Schools

Study Findings: Support Staff

Non-instructional relationship to market:

Minimum: 8.0% above Market Average

Midpoint: 12.9% above Market Average

Maximum: 15.3% above Market Average

22 Non-instructional pay scales

Ranges of 70% to 104%

Study Findings – Bus Driver

Market Target	Normalized Min	Normalized Mid	Normalized Max
Falls Church City	20,577	28,928	37,278
Albemarle County	13,914	18,313	22,713
Fauquier County	15,105	19,112	23,119
Fairfax County	21,250	29,332	37,415
Prince William County	17,125	27,103	37,080
Manassas City	21,238	28,996	36,753
AVERAGE	18,201	25,297	32,393
<i>Manassas Park</i>	19,939	27,383	34,827

MAG Recommendations

□ **Unified Pay Plan**

- All non-instructional (support) positions
- 60% open range
- 5% grade separation

MAG Recommendations

▣ **Implementation Costs**

- 184 employees on Unified Scales*
- Adjustments needed for approximately one-third
 - ▣ New minimum
 - 16 employees
 - \$84,359
 - ▣ Wage decompression
 - 49 employees
 - \$91,293

* Based on salary and position data at time of study

Study Findings – Teacher (BA)*

Market Target	Min	Max	Range
Fauquier County	42,315	66,125	56.3%
Fairfax County	47,046	86,481	83.8%
Prince William County	46,458	101,857	119.2%
Manassas City	46,078	95,897	108.1%
AVERAGE	45,474	87,590	92.6%
<i>Manassas Park</i>	<i>44,750</i>	<i>87,084</i>	<i>94.6%</i>

*2015-2016 Scales

Study Findings – Teacher (MA)*

Market Target	Min	Max	Range
Fauquier County	44,431	68,688	54.6%
Fairfax County	52,856	97,791	86.0%
Prince William County	52,031	107,431	106.5%
Manassas City	51,578	101,397	96.6%
AVERAGE	50,224	93,827	86.8%
<i>Manassas Park</i>	<i>50,750</i>	<i>93,084</i>	<i>83.4%</i>

*2015-2016 Scales

MAG Recommendations

□ **Professional Educator Pay Plan**

■ **Open Range**

- Move away from years of teaching/educational attainment
- Emphasizes competency/professional growth
- Greater flexibility in hiring new teachers
- Rewards contributions to Division and professional growth

■ **Minimum two level structure**

- Recognize teacher leadership roles within the Division
- Recognize teacher contribution (i.e. curriculum development, mentoring, etc.)
- Internal Team to develop structure and placement criteria

MPCS Next Steps Building For The Future

- Create Internal Team(s)
 - Select from teaching staff who will be impacted in the long term
 - Experience 1 to 15 years
 - Ensure representation from each building
 - Include administrative perspective
- Develop salary range proposals
 - Attributes of range (min, max, etc.)
 - Criteria for placement in range
- Present proposals to administration
- Present proposals to School Board